**Facilitating Academic Careers in Engineering and the Sciences** is a project of the National Science Foundation Alliances for Graduate Education and the Professoriate. The participating institutions are Georgia Institute of Technology, Morehouse College, Spelman College, and Emory University. Our mission is to increase the number of science professors from underrepresented ethnic groups.

**FACES director receives AAAS Award**

**Dr. Gary S. May**, Professor and Steve W. Chadwick Chair of the School of Electrical and Computer Engineering at GA Tech and director of the NSF Alliance for Graduate Education and the Professoriate, has been awarded for distinguished contributions to electrical and computer engineering, particularly for innovative approaches to education and workforce diversity by the American Society for the Advancement of Science (AAAS). In 2008, AAAS awarded 486 members this honor because of their scientifically or socially distinguished efforts to advance science or its applications. Dr. May and the other new fellows were presented with an official certificate and a gold and blue (representing science and engineering, respectively) rosette pin in February at the AAAS Fellows Forum during the 2009 AAAS Annual Meeting in Chicago. These AAAS Fellows were announced in the AAAS News & Notes section of Science on December 19, 2008.

The tradition of AAAS Fellows began in 1874. Currently, members can be considered for the rank of Fellow if nominated by the steering groups of the Association’s 24 sections, or by any three Fellows who are current AAAS members (so long as two of the three sponsors are not affiliated with the nominee’s institution), or by the AAAS chief executive officer. Each steering group then reviews the nominations of individuals within its respective section and a final list is forwarded to the AAAS Council, which votes on the aggregate list. The Council is the policymaking body of the Association, chaired by the AAAS president, and consisting of the members of the board of directors, the retiring section chairs, delegates from each electorate and each regional division, and two delegates from the National Association of Academies of Science.”

**Congratulations Dr. May!**

*Source: [http://www.gatech.edu/newsroom/release.html?id=2434](http://www.gatech.edu/newsroom/release.html?id=2434)*
FACES faculty earn CAREER Awards

Raheem Beyah, PhD and William Robinson, PhD were awarded CAREER awards, one of the most prestigious early career development awards offered by the National Science Foundation. Dr. Beyah is currently a member of the FACES Steering Committee and GA Tech-GSU Faculty. Dr. Robinson, a former FACES fellow at GA Tech, is currently an assistant professor at Vanderbilt University.

The CAREER award honors “junior faculty who exemplify the role of teacher-scholars through outstanding research, excellent education, and the integration of research and education within the context of the mission of their institutions.” The award comes with a minimum of $400,000 to fund five years of research in engineering. Recipients are eligible for the Presidential Early Career Award for Scientists and Engineers.

Black Leadership Conference held at GA Tech

The Black Leadership Conference is an annual three-day event with the overarching goal of promoting leadership and diversity. The conference has been hosted by the GA Tech African American Student Union since 2004. This year’s theme was “Take Back Your Existence.” A major goal of the 2009 conference was to “help people understand who they are independent of others’ views and empower attendees to choose who they will become and how they will impact their community”. Various seminars and workshops were conducted with this central theme in mind. Keynote speakers included Colleen J. Payne-Nabors, founder of MCI Diagnostic Center, Joseph B. Washington, President and CEO of The Joseph Washington Group Inc, and the conference concluded on Sunday February 22, 2009 with Dr. Cornel West, Professor at Princeton University and renowned advocate for racial justice and equality.

For more conference details, visit www.gtblc.org.

FACES Career Initiation Grant and Postdoc Award

Each year, FACES encourages recent PhD alumni and postdocs of FACES institutions to apply for the Career Initiation Grant (CIG) or the FACES Postdoctoral Fellowship. The Career Initiation Grant awardee will receive $30,000 to use toward lab equipment, travel, personnel, and the like. The Postdoctoral Fellowship awardee will receive $35,000 to use toward similar expenses. Deadline for application was March 2, 2009. Awardees will be announced by April 15, 2009.

For more information on the Career Initiation Grant, please contact Reginald DesRoches, PhD at reginald.desroches@ce.gatech.edu. To learn more about the FACES Postdoctoral Fellowship, contact Raheem Beyah, PhD at raheem.beyah@ece.gatech.edu or Elethia Tillman at ewoolfo@emory.edu.
April 15, 2009

Don’t forget to file your taxes!

Tax time can be a stressful and confusing time of the year, especially with the tax laws changing from one year to the next. What deductions do I qualify for? Do I have to file my taxes at all? What are the chances I will be audited? What’s an alternative minimum tax? Many students may be unsure whether or not to file taxes at all. These and so many other questions can cause us to procrastinate and complete the forms at the last minute, possibly creating even more confusion. There are plenty of websites that provide tips to help you make the best decisions possible regarding taxes. And if you can’t make heads or tails out the tips, getting help from a reputable professional tax preparer will probably be your best bet.

Emory, GA Tech among top 100 graduate schools

Each year, US News and World Report publishes a feature edition, America’s Best Colleges and Universities. Emory University and GA Institute of Technology continue to make the list year after year, category after category. The 2009 graduate school rankings are based on surveys received from over 12,000 programs around the country. Both schools received rankings in multiple areas, including biological sciences, chemistry, engineering, and computer science. Even more impressive, both Emory and GA Tech were also ranked in the top 100 of the world’s best colleges and universities. Congratulations to both institutions on this accomplishment!

See where your specific program ranks: www.usnews.com/sections/education

The demand, and expectation, for diversity

As most new assistant professors prepare to become faculty, a common expectation among them is a diverse workplace -- diversity of thought and ideas, race, gender, sexual orientation, religious beliefs, and socioeconomic background among their students and colleagues. Colleges and universities share common challenges in attracting and retaining assistant professors who are female or members of minority groups, especially in fields where they are underrepresented. Faculty surveys and interviews for the Collaborative on Academic Careers in Higher Education (Coache) at Harvard University have found that an institutional commitment to diversity is integral to creating a welcoming and supportive culture for new faculty members. But it’s not enough to merely list diversity as an institutional value in a mission statement. Coache measured a number of variables to assess the workplace satisfaction of early-career academics. One of the factors most highly correlated with success was the issue of institutional "fit." The culture of an institution has a profound effect on the advancement of minority faculty to tenure. The survey data suggest that the chances of earning tenure and the decision to stay at an institution are affected by the opportunities you have as an assistant professor to collaborate and interact with senior mentors. Of the 8,500 pre-tenure faculty members that Coache has surveyed, 17 percent of those in underrepresented minority groups said a lack of diversity was one of the two worst aspects about working at their institutions, surpassed only by compensation, cited by 19 percent.

Adapted from The Chronicle of Higher Education, by ANNE GALLAGHER and CATHY A. TROWER
Managing stress in higher education

Whether you’ve just received your acceptance letter, getting ready for qualifiers, or preparing for your dissertation defense, college and graduate school at any level can be stressful! In addition to the impending academic stress, there are also the numerous other stress factors already in your life: work, family, and time (your nemesis!). Although there is no mystery formula to totally purge you of your grad school stress, you can benefit from knowing the warning signs of stress and tips on how to deal with and alleviate it.

Know the Signs

Do you experience any of the following: irritability, insomnia, headaches, anxiety, indigestion, jitteriness, and muscle tension? Relax, these experiences are quite normal and they are commonly known as stress symptoms. In addition to the common over the counter remedies for these ubiquitous ailments - yoga, aromatherapy, walking and exercise, and even warm bubble baths, the key remedy is a simple equation: **prudent time management = success - stress!** What steps should you take to ensure an efficient and effective time management schedule (TMS)?

**Step 1: Developing your to-do list**

This includes everything - family, bills, dentist, groceries, grad study, etc. The most efficient way to succeed in this area is to obtain the proper tools. Both a computer-based and a tangible filing system may be necessary for your time management success. You may also want to invest in an ample supply of office essentials: a dependable stapler, pencil sharpener, a reliable printer along with loads of printer paper, paper clips, and post-it pads. Binders and folders are excellent for managing research/thesis materials, professional credentials, related articles, and personal articles (bills, etc). In addition, you may also want to designate a personal workspace - a well-lit area, free from distraction.

**Step 2: Prioritizing and organizing the items**

Many students find that organizing the coming week's schedule proves most efficient. You may want to list your activities from highest to lowest priority and assign time frames for each item on the list. Additionally, for projects that are not procrastination-friendly, it is wise to assign them daily time slots. Most importantly, remember that there is life outside of grad school, so be sure to include family responsibilities in your TMS. Naturally, as time goes by you may find yourself tweaking time frames and priority levels. As you have already learned, life is not a bowl of cherries, and things will not always go as smoothly as planned. Should a wrench leap into your situation, dust yourself off and jump back in the saddle.
Managing stress continued…

**Step 3: Implementing your plan**

Ah, the true test, implementing your plan. The time has come to achieve your goals and to allow your TMS to work for you. You will need to reference your TMS daily and assign labels as necessary. For instance, if there are projects that you will need to work on at a later date, you may want to tag them accordingly. **Remember, this is your TMS, there are no rules as to structure and content; you are the only one using it, so design it practically.** Also, as new items come along, you will want to incorporate them into your TMS. One crucial factor, focus on one project at a time. So often, especially as adults, we tend to want to take on the world, so to speak. We tend to think that if we concentrate on more than one task at a time, we can complete them simultaneously. Unfortunately, this doesn't work and instead we only end up with low-quality outcomes. Focus on projects one at a time and then take pleasure in crossing them off your list one by one.

In addition to the TMS you have created, you may want to reconsider some things during crucial TMS slots: accepting the phone call from the friend who calls and talks for two hours about absolutely nothing, or the favorite sitcom marathon. You may want to save them for your mental health breaks.

While we're on the topic of mental health, some additional tips I'd like to add: let go of your perfection obsession and work at a steady, comfortable pace; two years from now the red ink on your final paper will be insignificant in both your personal and professional life; and try not to spend numerous laborious hours sitting at the computer; take a walk, listen to your favorite music band, or even play a video game. Your brain will thank you for it. Lastly, at the risk of sounding cliché, take time to smell the roses. Spend quality time with family and friends; it's a great stress reliever!

*Source: GradSchools.com*