



Georgia Tech College of Engineering

**School of Civil and  
Environmental Engineering**

## **STRATEGIC PLAN**

*PEOPLE ARE OUR PRIORITY; THE WORLD  
IS OUR RESPONSIBILITY*

## A Letter from the Chair

What you will find in this document is the culmination of the most inclusive strategic planning process in our School's history. Over a period of 18 months, our faculty, staff, students, alumni, and industry partners participated in this important effort to chart the course for our School's future in a way that recognizes and values the viewpoints of our many stakeholders. We are proud of the process as well as the results of this hard work.

At the core of this strategic plan is the recognition that civil and environmental engineers have a critical role in addressing our pressing humanitarian and environmental challenges, such as infrastructure and climate change. Addressing these global issues will require that we continue to embrace transformational education, research, and service innovations.

We have updated our vision, mission, and core values to better define who we are today. We've developed a set of themes that we will use to advance our programs and activities that fit into three broad categories: Community, Student Experience, and Discovery & Service. We don't just want this effort to live on the page—each theme has a set of detailed objectives and initiatives that define a clear path to action. Our values are manifest in these initiatives that, when achieved, will take the School to even greater heights than we enjoy today.

I didn't quite know what to expect at the start of the process, but this grassroots effort has produced a plan that I am confident our School will be proud to rally around. It was a methodical effort that included detailed review of data and input from dozens of meetings and discussions, many of which were conducted online due to restrictions of the global pandemic.



I want to extend a huge thank you to the Strategic Planning Core Team, a 20-member volunteer group, and the Executive Committee (Melissa Fralick and Robert Simon) for their dedicated commitment to move this project forward. I am excited about the progress this plan represents and believe it will enable our School to lead the charge toward the future of civil and environmental engineering education.

Sincerely,

**DONALD R. WEBSTER**

*KAREN AND JOHN HUFF SCHOOL CHAIR*

# MISSION & VISION

## **People are our priority; the world is our responsibility**

### **Our Vision**

We will inspire and prepare the next generation of civil and environmental engineers to solve the world's most pressing challenges and improve the environment and quality of life for all.

### **Our Mission**

Through interdisciplinary research, service-based learning, and innovative coursework, the School of Civil and Environmental Engineering leads in systems-level thinking and technological innovation at the interface of built, natural, information, and social systems. We define and seek to solve the complex problems facing humanity and the environment in service to the state of Georgia, the nation, and the world.



# OUR CORE VALUES

**We commit to act ethically and uphold our core values:**

## **COMMUNITY**

Promoting equity and a sense of belonging to maximize well-being and leverage our cultural and intellectual diversity.

## **EXCELLENCE**

Striving for the highest achievement in research, education, and service.

## **INNOVATION**

Cultivating an entrepreneurial mindset to engineer and design new materials, technologies, and high-impact solutions for a rapidly changing world.

## **LEADERSHIP**

Pioneering new directions in civil and environmental engineering research, education, and practice, while inspiring and promoting the profession.

## **SERVICE TO HUMANITY**

Tackling the grand challenges of the 21<sup>st</sup> century by sustaining our planet and improving the building blocks of civilization for generations to come.

## **STUDENT SUCCESS**

Creating academically rigorous learning environments and experiences that challenge students to think critically, while supporting and celebrating their achievements.

# THEMES

## Community

### **Recruit, retain, and develop diverse, service-minded students, faculty, and staff who build and support a community fostering excellence, equity, and inclusion.**

#### OBJECTIVES

- Through equity-informed recruiting practices, cultivate a well-rounded faculty, staff, and student body that represents the breadth of cultural and intellectual diversity of the communities we serve.
- Retain our most valuable resources— students, faculty and staff— by cultivating an inclusive environment and developing opportunities for advancement, recognition, and support.

### **Improve access to financial resources and enhance opportunities to support the needs of the School and the financial well-being of the CEE community.**

#### OBJECTIVES

- Increase student funding to broaden access and recruit and retain top students.
- Provide stewardship of existing School resources and innovative solutions for increased productivity in teaching and research.

## Student Experience

### **Foster a sense of belonging to the School and the CEE profession.**

#### OBJECTIVES

- Implement early and vertically-integrated engagement of CEE students.
- Develop holistic and collaborative engineers who know how to discover and solve real-world problems while creating value.
- Promote a psychologically safe culture, where all members of the CEE community can be their authentic selves.

### **Pioneer learning opportunities that empower the CEE community to reach their educational goals and meet emerging and long-standing challenges.**

#### OBJECTIVES

- Foster experiential learning opportunities to develop technical expertise.
- Provide our community of students, faculty, staff, alumni, and professionals with resources and programming that enable them to attain their educational goals.
- Diversify program delivery strategies through multiple educational approaches.

## Discovery & Service

### **Conduct innovative cross-cutting research to create new knowledge in natural, built, socioeconomic, and information systems with local and global impacts.**

#### OBJECTIVES

- Expand research infrastructure, research support, and interdisciplinary collaboration.
- Enhance creativity, innovation, and research impact by improving incentives and career development opportunities for faculty.

### **Develop innovative research, education and service initiatives to support equitable economic development throughout the state of Georgia, the nation, and the world.**

#### OBJECTIVES

- Partner with public and private agencies and community organizations to implement innovative research and training on smart, resilient and sustainable systems to improve the quality of life for all Georgians.
- Develop curricular innovations to equip students with knowledge and skills to address social and environmental challenges locally and around the world.

## Strategic Planning Core Team and Participants

This plan was enriched by the participation and perspectives of many of the School's key stakeholders. Throughout this process, we shaped the components of this strategic plan based on feedback from our faculty, staff, alumni, and members of the following organizations: the Undergraduate Student Advisory Council, Graduate Student Advisory Council, External Advisory Board, Corporate Affiliates Program, and the College of Engineering. A special thank you to our Strategic Planning Core Team, the 20-member group that brought this plan to life.

Adjo Amekudzi-Kennedy | Faculty

Mike Anderson | Staff

Rodrigo Borela-Valente | Graduate Student

Susan Burns | Faculty

Sheng Dai | Faculty

Melissa Fralick | Staff

Hermann Fritz | Faculty

Emily Grubert | Faculty

Hana Herndon | Undergraduate Student

Ching-Hua Huang | Faculty

Mike Hunter | Faculty

Kostas Konstantinidis | Faculty

Atticus Lemahieu | Undergraduate Student

Emmy Montanye | Alumna

Danielle Lesperance Ramirez | Staff

Robert Simon | Faculty

Phanish Suryanarayana | Faculty

Iris Tien | Faculty

Anna Walker | Staff

Maria Warren | Graduate Student

Please visit [ce.gatech.edu/strategicplan](https://ce.gatech.edu/strategicplan) to read the detailed initiatives we will use to put these plans into action.

