Focus turns to developing signature themes

BY MICHAEL TERRAZAS

Last year the Strategic Planning Steering Committee identified internationalization as a signature theme that could define and guide activities across the University. Now the committee has proposed nine more, as it hopes to arrive by semester’s end at a final slate of themes to be highlighted in Emory’s strategic plan.

Listed at right, the 10 themes were arrived at by looking for obvious, but also not so obvious connections among the scholarly interests of the units of the university,” said Lanny Liesbesch, Samuel Candler Dobbs Professor of Organic Chemistry and a steering committee member.

The bedrock of the strategic plan will remain the school and unit plans that continue to develop, but the signature themes will serve as ways to unite scholarly activity across the University.

In March, the steering committee will hold a town hall meeting to get input into the deliberations. By April 15, each theme committee will produce a report that will be posted on the website for further public comment.

Ultimately, a small group of cross-cutting themes will be highlighted in the strategic plan, “that doesn’t mean the other ideas will be pushed away in mothballs,” President Jim Wagner told Faculty Council, Jan. 18. And though he acknowledged that hard choices will be necessary, a week later, Wagner told University Senate that fund-raising strategies will not neglect real Emory strengths that may not be featured in the strategic plan. “I’d rather see us outgrow our clothes than cast off too much,” the president said.

“There is an argument to be made for all of these areas—why we should do it,” said Provost Earl Lewis, who along with Secretary Rosemary Magee, also sit on the steering committee.

Miller to leave after 13 years

BY ERIC RANGUS

After 13 years as Emory’s chief human resources officer, Alice Miller will leave Emory later this semester. Tentatively, Miller’s last day will be March 31.

“I really believe that in higher education human resources, the best job anywhere is at Emory,” said Miller, who was promoted from assistant vice president to vice president of HR in 1997, she and former Campus Life VP Frances Lucas-Taucher were Emory’s first female vice presidents.

“I’ve been recruited by some of the best schools in the country, and they just don’t compete.”

When Miller came to Emory in 1991, Human Resources was based in Trimble Hall, it had no computers, and no one could even accurately tell her how many people the University employed.

Upon Miller’s departure, the University as a workplace has changed dramatically for the better. During Miller’s time, HR greatly expanded its comprehensive wellness programs; created and managed the分校 and leadership development programs, the employee referral program and...
Songbirds, butterflies & bonobos

M ost people attend college for four years. After that, they are ready to move on to the next stage of their lives. Yet some of us choose to stay here. Perhaps we stay for the same reasons that many young people seek college in the first place: to become fully immersed in a community that, more than any other place on earth, values ideas for the sake of their own sake. A place that cherishes acts of reflection, curiosity, yearning and individual expression. Even uniqueness.

I am proud to admit that I’ve spent the last two decades of my life in college. My subjects for advanced study have ranged from anthropology to philosophy, from physics to theater, from chemistry to music. Each semester, I’ve received new lessons in critical thinking, organizational processes, human behavior and creativity. Each year, I’ve heard talks to music. Each semester, I’ve watched people passing through Candler Library, I’ve had the load, exhausting and exhilarating.

As a community, we still evolve, meander and develop. Plato once said the highest form of leisure is to be still and receptive to the world. Time, that rarest of all commodities, is essential to the art of contemplation. The poet and naturalist Diane Ackerman refers to “deep play” as a way to transcend daily urgencies in order to move into a more timeless and engaged awareness of oneself in the world. Many academics believe the chief challenge facing our students has to do with the increased pressures of professionalization. As the costs of higher education have risen, students may feel compelled to approach their college years primarily as a passport to a particular kind of job or lifestyle. However, perhaps the greatest challenge to a liberal arts education is the determination to move through each subject as quickly as possible to get to the other side. New ideas, whether in the laboratory or library, don’t always occur in a straightforward, linear fashion; they often evolve by accident, in the unplanned deviations. Genuine education requires students and teachers to approach a subject with careful thought, discipline and reflection. Thus, it turns out, there may be a very good reason why academics are known for slow, deliberate processes.

Throughout my college career, I’ve been privileged to participate in many of these processes. In so doing, I’ve observed behind the scenes what happens on stages of all shapes and sizes, from planning a performance to a new role and gain a larger perspective.

It is, quite simply, a miracle that something so abstract and complex on the one hand can transform lives and create new knowledge on the other.

That’s not to say these daily miracles occur without tremendous effort by people who contribute their energies and talents to academic aspirations. Here I think of dedicated administrators and staff, people like Weiming Lu, who provides computing support for college deans, and Karen Fain, who industriously pulls together the college budget proposal each year. They and many others like them have devoted themselves to the academic enterprise so that intellectual life may prosper.

Even after 20 years in college, I’ve not yet had a day of work here, still curious after all these years. As I prepare to take a new role and gain a larger perspective, I feel an enormous sense of gratitude for all I’ve learned from my many teachers—students, faculty and staff—and much committed to the continuing presence of some of these lifelong educational pursuits.
EMORY PROFILE ANTHONY STRINGER

Anthony Stringer, professor and director of neuropsychology in the Department of Rehabilitation Medicine, is the first African American to achieve board certification in neuropsychology. The division, a marriage of neurology and psychology, is only about 50 years old, and minorities have been historically underrepresented.

Neuropsychology, the scientific study of neurology and psychology, is a young, vibrant and rapidly expanding field. At the forefront of the practice at Emory is Anthony Stringer.

“I was interested in psychology in high school, but it was a bit of a disheartening experience at an undergraduate,” said Stringer, professor and director of neuropsychology in the School of Medicine’s Department of Rehabilitation Medicine. “It always seemed that the theoretical ideas in psychology were never resolved, but the one course I really did find challenging was a course in physiological psychology,” he said. “I had no idea that psychologists even studied the brain.”

So after earning his doctorate in clinical psychology at Wayne State University (a Detroit native, Stringer also has bachelor’s and master’s degrees from his hometown institution) and a career in neuropsychology, a discipline that dates to just after World War II.

“Though it is such a fascinating area,” he said. “I’ve been doing this for 20 years, and I still learn something about how the brain works from literally every patient I see.”

Neuropsychologists study brain dysfunction and its effects on cognitive behavior. In rehabilitation medicine, they work with patients experiencing memory loss from a variety of physical ailments including stroke, epilepsy, surgery and disease.

Stringer’s research includes studying how the brain recovers from injuries; traumatic brain injury (TBI) is the leading cause of disability in the United States. TBI can encompass anything from a mild concussion to a debilitating injury suffered in an auto accident. For several years, Stringer served as principal investigator of the GABIS (Georgia Model Brain Injury System) Program. Until the project closed in 2003, GABIS (based at Emory in partnership with the Shepherd Center, a catastrophic care hospital) explored clinical aspects of TBI and neurorehabilitation.

GABIS provided a great deal of new information about brain injury, but since its completion Stringer’s work has focused on another type of brain injury: epilepsy.

“We are part of a national clinical trial looking at surgical treatment for epilepsy,” he said. “Temporal-lobe epilepsy doesn’t respond well to medications; most of the patients with this diagnosis will eventually need surgery to take out that part of the brain. But we sometimes wait 10–15 years before that’s done. After 10 years, patients can have serious memory impairments. So, a natural question arises: Why don’t we get the surgery sooner?”

Stringer has been keeping busy in other ways as well. For one year he was the first African American to earn board certification in neuropsychology. While board certification is standard for medical doctors, it is an exception for psychologists—most advisory boards require that 500 board-certified neuropsychologists (Stringer is just the seventh in Georgia).

Stringer wasn’t aware that he was the first African American to earn certification, though he knew minorities were underrepresented in his field. His unique status was confirmed when a student from a listserv for minorities in neuropsychology (Stringer was not a subscriber) e-mailed him a congratulatory note.

“I’ve heard from a number of other minorities in the field, and I think they are encouraged by the fact that one of our own did it,” Stringer said. “So there will be more coming along in the next few years.”

Earning board certification is about a two-year process (although individuals can take as much as six), and it is not something a neuropsychologist can do half-

way. Stringer began by submitting his CV and support materials. Then he was invited to take a 100-question multiple-choice exam, which weeds out many candidates with a failure rate approaching 40 percent. Stringer was provided with a reading list, but he set it aside, preferring to work on his own.

“I did a month of intensive preparation and got a good score,” said Stringer, adding that he took a month off from Emory work with the support of his colleagues—so he could concentrate on his studies.

Following the written exam, Stringer submitted samples of his work—writeups of two cases he had seen. That submission was reviewed by three board-certified neuropsychologists.

After passing that stage, Stringer was invited to sit for an oral exam, the last step to certification and perhaps the most nerve-racking. Not only was he verbally probed by three board-certified neuropsychologists, but he was given a clinical scenario and asked to respond adequately to the exam board’s questions. He had no problems—not that it wasn’t a lot of work. “I felt worse than my dissertation defense when I got through it,” he said.

Certification has not been Stringer’s only recent project. In 2002 he co-edited Pathways to Prominence in Neuropsychology: Reflections of Twentieth Century Pioneers, which in many ways is a definitive volume on the history of the practice. The contributors included many of the neuropsychologists who developed the bases of neuropsychology.

“It was a learning experience,” Stringer said. “Part of the reason for doing this was uncovering the history of the field as well as learning more about that history.”

Stringer not only has great interest in neuropsychology’s past, but also its present and future. “The core of our division is our training programs,” Stringer said, though that wasn’t the case when Stringer came to Emory in 1986. In the years since, opportunities have grown.

Across the Emory system, there are four internships in psychology with one focused in neuropsychology. The division also trains two to four externs a year and administers a two-year fellowship program. Soon, Stringer said, the program will expand to two fellowships.

Those fellows and interns enhance a division that encompasses 16 people, including five full-time faculty and two adjunct faculty. “I think neuropsychology attracts some of the brightest people who are interested in psychology in general,” Stringer said. “We’ve never had any trouble getting applicants.”

Stringer has vibrant interests outside the clinic and classroom as well. He has been politically active since he was a student, when he volunteered for the mayoral campaign of Coleman Young, who eventually was elected the first African American mayor of Detroit. “I was at the lowest possible level,” Stringer said, self-effacingly. “Like, at the level of hanging leaflets.”

In the social sphere, Stringer chairs the board of The Mountain, a cabin conference center in Highlands, N.C., focused on peace initiatives and leadership training for youths and young adults. He found out about the place when he and his family stayed there for Easter vacation several years ago.

“I was just taken by the beauty,” Stringer said. He joined The Mountain’s board about 10 years ago and became its chair in 2000. Stringer also has ties to Amnesty International and through that relationship initiated a program in 2003 called “From Conflict To Contact,” connecting Atlanta high school students with youths in Africa who have been forced against their will to serve as soldiers.

“After they have been rescued and attempts are being made to integrate them into a more normal life— hopefully into their home communities—they are very vulnerable,” Stringer said, speaking of the children in Africa, who many times have not even reached their teenage years before they are told to pick up a weapon.

“The idea is to put them in contact with youth in the United States, who can offer different perspectives on the world,” he continued. “It’s also a great educational opportunity for high school students here. These kids in Central Africa are leading such different lives; kids growing up here just can’t imagine it.”

Stringer said From Conflict To Contact is much more than a pen-pal program; the communication is deeper than that. Not only can students in Atlanta write to children in Africa, but they also have opportunities to become involved in fund raising and other support activities.

Stringer has no direct funding for his efforts, although he hopes they can apply for some grant money in the future. All his visits to Atlanta-area high schools are on his own time. “Most of the kids in Africa involved in this correspondence are French speaking, so we go to French classes and offer this as a way of expanding the viewpoint of students here—and it’s also a practical way to teach French,” Stringer said. “I think this eventually will have a powerful impact both ways.”

In addition to these many other interests, Stringer is an amateur musician. He plays the djembe, an African hand drum. And while he considers himself an amateur, Stringer already has played live for an audience of billions. He participated in the opening ceremonies for the 1996 Olympic Games in Atlanta as one of the many musicians choosing the memorable drum towers during the ceremony.

“That was the first time I played a musical instrument that was a moving target,” he laughed. “It was a challenge—and a lot of fun.”

EMORY SNAPSHOT

Allan Levey, professor and chair of the Department of Neurology, will present a Great Teachers Lecture titled “Hot Stuff from a Cool Place: The Emory-Iceland Connection and Genetics of Neurodegenerative Disease,” Feb. 3 at 7:30 p.m. in Miller-Ward Alumni House. He will discuss the University’s partnership with deCODE Genetics, an Icelandic company that has worked with Emory researchers to identify the genes that cause various diseases, including Alzheimer’s and Parkinson’s.

Levey also is the director of Emory’s Alzheimer’s Disease Center and the School of Medicine’s MD/PND Training Program, and is internationally renowned for his research in degenerative brain disorders. His work on the organization of brain structures has been applied toward developing therapies for neurodegenerative diseases. The Great Teachers Lecture is free and open to the public. For more information, call the Center for Lifelong Learning at 404-727-6000.
Today’s college students are distinguished from past generations by their fluency in digital communication. They “grow up digital” in an environment where computers, the Internet, chat rooms, message boards, e-mail, digital audio and video, cell phones, instant messaging and wireless technology are established media for social interaction, entertainment and learning.

Higher education faculty respond by shaping their knowledge, research and discoveries into learning experiences that are conveyed by new media in the classroom.

To showcase innovative teaching and research practices at Emory, the fourth annual Educational Conference on Academic Technology at Emory (EduCATE), “Understanding A Technology Into the Classroom,” led by law Professor Mel McAvoy, a guidebook on IT social uses.

Other faculty presenters will include Sarah Gouzoules, Dobbs Professor of Economics and Law.

That panel, which also included the School of Law’s Michael Perry, Saralyn Chesnut of the Office of LGBT Life and undergraduate Devin Murphy, was unanimous in the opinion that same-sex unions should receive the legal recognition and benefits open to married people, but Murphy in particular was uncomfortable with the term “marriage.”

“Don’t advocate it for now,” said the junior interdisciplinary studies major and member of the LGBT commission and PCORE. “The United States is not ready to have a conversation about the differences in how we relate to one another.”

Devin Murphy, undergraduate associate professor of medicine and the panel’s strongest advocate for intervention. He is the campus coalition Sudan: Take Action.

The green-friendly environment’s integral role in pollution control and culture, among other things, from environmental studies’ John Wegner—two longtime advocates for a sustainable campus, a precursor to Emory’s Student Environmental Action Coalition (ECOSEAC) president Krishnan Mayer-Blackwell, and pragmatic comments from Paul Rubin, Samuel Dobbs Professor of Economics and Law.

“Subdivisions with trees will be worth more to buyers,” Rubin said. “It pays for developers to leave them where they are.”

The debate, which was moderated by political science’s Rick Doner and journalism’s Catherine Manegold, was followed by the premiere of the play Shrapnel, written by 2004 Emory alumnus and graduate Lauren Gunderson.

Judge Glenda Hackett of television fame (and a 1977 law alumna) will host the School of Law’s ninth annual EPIC Inspiration Awards, Tuesday, Feb. 8, at 6:30 p.m. in Tull Auditorium.

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The health care discussion centered not on whether care should be guaranteed by society but on how much. Emergency care is guaranteed, said Adam Athery, assistant professor in

Law School
Judge Hackett to host annual EPIC awards, Feb. 8 in Tull
BY ELAINE JUSTICE

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Fulton County Juvenile Court. EPIC is a student-run organization that promotes law in the public interest, encourages and helps law students get jobs in public-interest law practices, administers and supports public-interest programs at the law school, and promotes the professional responsibility of lawyers and law students to make legal services more accessible.

The awards ceremony is the major fund-raiser for EPIC. Donations are used to provide stipends for law students who pursue summer internships with public interest agencies. Donations are accepted at various levels with a minimum of $35 requested. For more information about the EPIC awards or to make a reservation, contact Sue McAvoy at 404-727-5553 or mcavoy@law.emory.edu.

Donna Price is coordinator of communications and marketing services for the Information Technology Division.
Professors of Law Frank Alexander will deliver the 10th annual Distinguished Faculty Lecture on Monday, Feb. 7, at 4 p.m. in the Dobbs Center’s Winship Ballroom.

Alexander’s lecture, “Life Together: How Housing Laws Define America’s Families,” will address how housing laws are used to regulate family life.

He will examine such laws as restrictive covenants, building occupancy codes and zoning laws, exploring not only how they define the land and physical structures but also the range of permitted property uses and, therefore, often the relationships between persons living together.

“I’m attempting to paint a picture of how housing laws are laden with incredible sociological assumptions that have not been historically or socially examined,” Alexander said. “For example, building codes should be based on empirical public health standards, not social norms. My lecture is intended as an invitation to join in the inquiry to help unpack these themes in order to ask: Are these areas where the plan is complete. In future years this funding will be greatly augmented by returns from the comprehensive campaign, but in the meantime Wagner said some $10 million could be available in fiscal year 2006 and as much as $20 million in subsequent years.

“Indeed, the president declared 2005 as ‘the year of the strategic plan’ to the Senate, inviting the body to participate and share in the administration’s enthusiasm for and commitment to building a plan that can carry Emory into its next phase of ascendancy. Though even the ‘final’ plan will be a living document that adjusts as Emory’s resources, circumstances and capacities change, Wagner said, the strategic plan is due to be finished in June. But, he added, if discussions are intense and another month or two is needed to produce the best work possible, the steering committee will take the extra time.

“It’s more important to have a great product,” he said, “than a timely product.”

Joseph T. Strocchia, Emory's vice president for Finance and Administration, said all those areas, making the University’s benefits package competitive with the other top research universities in the country. It will present ideas for deliberation in the Senate later in the semester, with the hope of submitting recommendations to President Jim Wagner before summer.

The committee is conducting an overall review of Emory’s employee benefits package, and Strocchia said the first product of its efforts is the benefits-preference survey that should have found its way into every employee’s mailbox last week. The survey, which runs through Feb. 4, is an attempt to gauge what employees care most about and want most in fringe benefits. By the end of February and will publish a summary soon after.

She added that employee benefits can be divided into five broad categories: retirement, health care, paid time off, security and tuition. The committee’s goal is developing recommendations that would optimize Emory’s offerings across all those areas, making the University’s benefits package competitive with the other top research universities in the country.

“After an extensive review of affected positions that enlist the help of an outside consultant, it was determined that 623 employees will make that switch, while 210 will remain exempt (see story, page 7). Seven new job titles were created to take into account variations in duties and responsibilities among the affected employees.

Next, Senator President Johnnie Ray from Development and University Relations introduced himself to the Senate and discussed his vision as Emory moves toward a comprehensive fund-raising campaign, which he said will begin in September, last for a period of at least seven years and aspire to raise upwards of $1.5 billion. Ray said last year from the University of Texas, said he would not have come to Emory if he did not see a chance for the University to advance into the highest echelons of U.S. research institutions.

“We’re a long way from pulling this off,” he said, “but the opportunity clearly exists.”

Ray said he has three goals for his tenure: to be “very intentional in bring the public perception of Emory in line with reality”; to develop “the next generation of volunteer leaders” for the University; and to successfully conduct the comprehensive campaign. Key to the final goal, he said, will be to closely connect strategic planning to the campaign, so that Emory employees will raise a lot of money, but will put that money to good use.

“It is possible to raise a whole lot of money but not re-
ally feel the impact,” Ray said. “I don’t want that to happen here.”

Mark McLeod, director of the Emory Counseling Center and chair of the Senate’s committee on campus life, thanked members for suggestions they made last semester and distributed one product of those suggestions. McLeod passed out business cards, one side of which featured information about the Faculty Staff Assistance Program, and the other with contact numbers in case a faculty or staff member is concerned about a student’s psychological health.

Strocchia introduced Leslie Campis, sexual assault prevention coordinator, as the new chair of the Senate’s safety and security committee. Campis said she looked forward to working with the Senate, adding that many threats to student safety come from the students themselves, in the form of sexual assaults and drug and alcohol abuse.

To close the meeting, President Jim Wagner said 2005 will be “the year of the strategic plan” and said the planning process’ next stage will involve discussion of a series of proposed signature themes for Emory (see story, page 1). The next University Senate meeting will be held Feb. 22 at 3:15 p.m. in the Jones Room.

―Michael Terrazas

If you have a question or concern for University Senate, e-mail Strocchia at sharon.strocchia@emory.edu.
Researcher warns against adult unintended pregnancy costs

Unintended pregnancies have high economic costs, according to health policy researcher Laura Gaydos of the Rollins School of Public Health.

“The consequences of unplanned pregnancies are serious, including less prenatal care, a higher likelihood for exposure to harmful substances, higher abortion rates, greater risks of low-birth-weight babies and infant death,” said Gaydos, of Rollins’ Women’s and Children’s Center (WCC). The WCC has established a team to focus specifically on adult unintended pregnancy. Director Carol Hogue, professor of community health, is working with Gaydos to build a partnership with clinicians and maternal and child health community leaders in Georgia to address the issue locally.

Gaydos’ comments are consistent with the current research, and with the single intervention of eliminating unwanted conceptions,” Hogue said. “This is by far the best—and, really, the only—currently known method to reduce the terrible costs associated with prematurity.”

The WCC’s mission is to promote the health and well-being of women and children through instruction, research and practice. The WCC serves as a focal point in the Rollins school for training and research in maternal and child health and women’s health.
Spirit of Emory alive and well at Jan. 24 Charter Banquet

BY MICHAEL TERRAZAS

Just before a packed crowd in Cox Hall’s ballroom gathered Emory’s happy hour with singing by the University’s alma mater, champagne glasses clinked together around the darkened room, lit chiefly by the candles each celebrant held aloft. “That’s a great sound,” President Jim Wagner said, and the song began.

Though the annual Charter Banquet, held Jan. 24, was billed as a 90th birthday party, Wagner reminded the crowd that this year marks the 90th anniversary only of Emory’s chartering as a University. In reality, he said, Emory turns 169 in 2005.

“Really we are here to celebrate the spirit of Emory, and I don’t just mean Dooley,” Wagner said, referring to the immortal spirit who appeared briefly at the beginning of the program. “Let’s not let our striving [to improve] keep us from celebrating on evenings such as this.”

The crowd took Wagner’s advice, enjoying dinner and a performance by The Gathering, Emory’s all-female a cappella group. College senior Justin Ma, Ecological Studies major, served as master of ceremonies, and fellow senior Azurii Collier delivered an address that explored the different ways Emory has prepared her for “quality citizenship” as she approaches graduation.

Collier spoke of the support she received following the suicide of her freshman-year roommate; the experience prompted her to get involved with campus organizations such as Residence Life (she became a sophomore adviser and later a resident advisor), the Office of Multicultural Programs and Services and several other groups.

“I stand before you as a student touched by Emory’s legacy,” Collier said. “We all move that legacy forward.”

The banquet was one of the first events in the weeklong Charter Celebration. Before last year, the banquet was the only event celebrating Jan. 25, 1915, when Emory received its charter from DeKalb County. Now the celebration stretches more than a week and encompasses many lectures, public discussions, artistic performances and athletic events.

KATHERINE HINSON

FOLLOWING an extensive review of job titles affected by last year’s changes to the federal Fair Labor Standards Act (FLSA), the University has made a final determination of which employees will be switched to biweekly pay and made eligible for overtime (nonexempt), and which will remain salaried employees, paid monthly and exempt from overtime.

For review, job duty information was provided by the affected employees as well as their supervisors. This information was reviewed by divisional representatives and leadership, as well as the outside counsel who specializes in FLSA compliance.

Both the affected employees and their units have been notified of the final results. Some 833 employees were identified as participating in the review process; of those, 623 will be nonexempt and paid biweekly, while 230 will remain exempt. While all University areas were affected, the School of Medicine had the largest number of employees (320) go through the review process. Emory College was next with 123. Other areas with at least 25 employees include the School of Public Health, Camus Life, Development and University Relations, Goizueta Business School and Yerkes.

Changes for those employees going to nonexempt status include: (1) informing them of biweekly pay; (2) tracking time on the Time & Attendance System (TAS), except for some employees in medicine who will continue keeping time on paper until further notice; and (3) benefit deductions being taken from the first two paychecks each month (other than retirement contributions, which are taken from every paycheck). The first biweekly paycheck will be issued March 18.

To help with the transition to biweekly pay, budgeting classes presented by TIAA-CREF were offered to the community. These classes were successful and well attended; employees received budgeting tips not only from TIAA-CREF but from other employees as well. Participants had the opportunity to share their own stories and experiences of what helped them adapt to the biweekly paychecks.

Because of the positive response, more classes have been scheduled for Monday, Feb. 7, at 2 p.m. and Tuesday, Feb. 8, at 10 a.m. in room 355 of the Dobbs Center. Additionally, TAS training is available for employees not familiar with the system. For more information or to register for a class, visit https://emory. hr.emory.edu/onlinelearning. nfst/home.

KATHERINE HINSON

Emory’s Temporary Services; and Emory’s workforce compensation; revamped staff compensation; and Emory’s workforce compensation; revamped staff compen-

MILLER from page 1

Emory Temporary Services; instituted an award-winning automated employment process; revamped staff compensation; and Emory’s workforce compensation; and Emory’s workforce compensation.

President Jim Wagner closed the meeting by following up on Lewis’ comments about the strategic plan. He said the planning process is a way of giving “a greater amount of participation” to all that I have asked of her, and for that I am grateful.”

Miller grew up in New York, is a graduate of Cornell University, where she earned a bachelor’s degree in both psychology and organizational behavior. Prior to coming to Emory, she was associate vice chancellor of human resources at North Carolina State University and has held other HR positions at Cornell, Smith Corona and General Foods Corp.
PERFORMING ARTS

MONDAY, JAN. 31
War, Terror and Film series
Battle of Algiers. Gilo Pontecorvo, director. 7 p.m. 208 White Hall. Free. 404-727-2694.

WEDNESDAY, FEB. 2
Female Directors Film Series

THURSDAY, FEB. 3
Poetry reading
Laurie Patton, religion, and Bruce Covey, creative writing, presenting. 7 p.m. Carlos Museum, first-floor galleries. Free. 404-727-4291.

Great Japanese Filmmakers Series
Onoma (The Gene House). Kenji Fujusaku, director. 7:30 p.m. 205 White Hall, Dobbs Center. Free. 404-727-5087.

SUNDAY, FEB. 6
Concert
“Bach’s Musical Offering.” Timothy Albrecht, piano and harpsichord; Jun-Chi Lin, violin; Carl David Hall, flute; and Peter Lemonds, cello, performing. 3 p.m. Emerson Concert Hall, Schwartz Center. Free. 404-727-5050.

VISUAL ARTS

Special Collections exhibit

Through Jan. 31
Schatten Gallery exhibit

Through June 30

LECTURES

MONDAY, JAN. 31
Human genetics seminar series

Biology lecture
“Patterns of Adaptation in the Drosophila Innate Immune System.” Armin Schcken, Cornell University, presenting. 4 p.m. 2052 Rollins Research Center. Free. 404-727-4211.

GOOGLE

For online event information, visit www.emory.edu/dnese
Events for the Emory Community