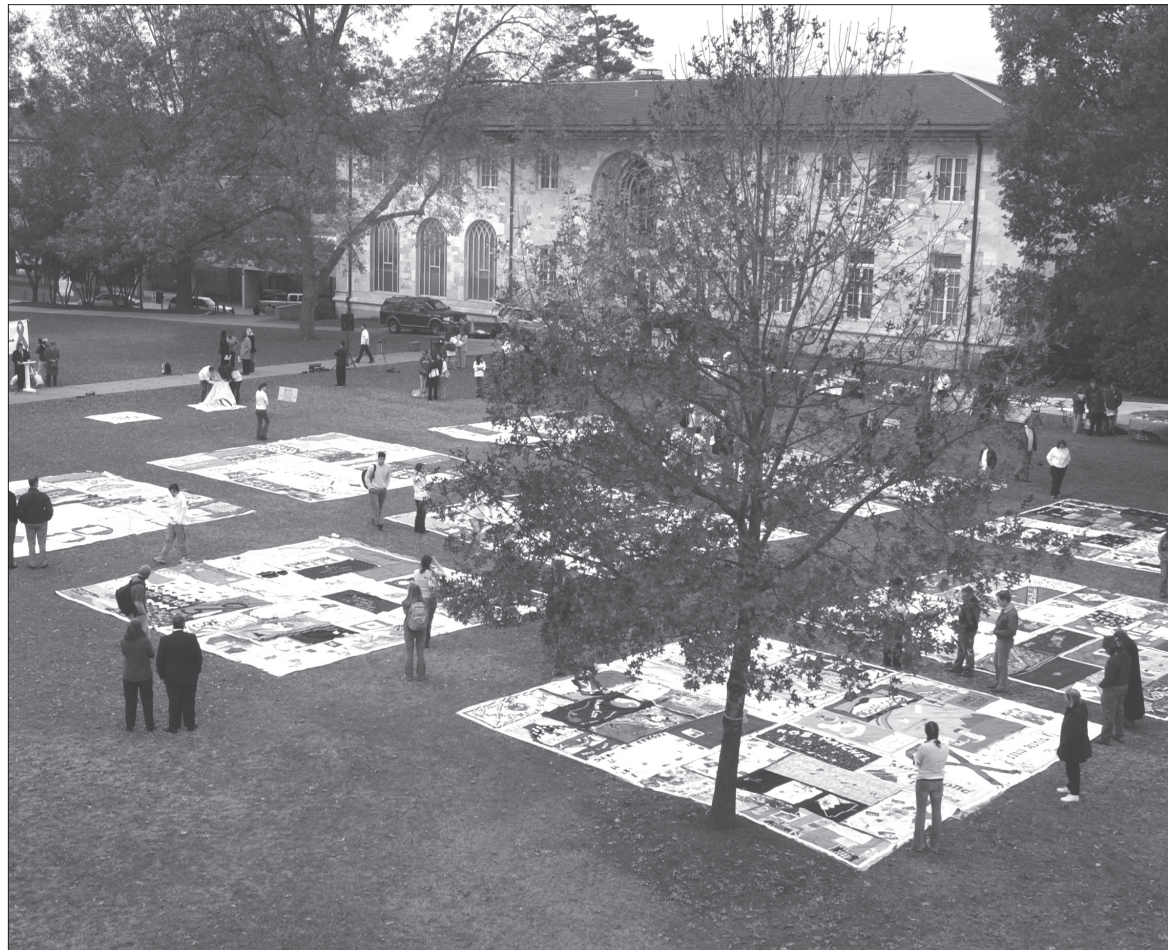


Emory Report



December 5, 2005 / volume 58, number 13

www.emory.edu/EMORY_REPORT



Ann Bourden

To commemorate World AIDS Day, Thursday, Dec. 1, the Quadrangle hosted one of largest displays of the AIDS Memorial Quilt ever held in Atlanta. The entire quilt contains more than 45,000 panels and weighs 54 tons. More than 400 of those panels, each dedicated to a person who has died of AIDS, were spread out for community viewing. Following an opening ceremony that featured presenters including public health Dean Jim Curran, speakers took the podium to read names of people listed on the quilt, but they were invited to add names of any friends who had succumbed to the disease.

GUESTSPEAKER

Personal story caps AIDS Awareness Week

BY ERIC RANGUS

The first question following Sheryl Johnson's AIDS Awareness Week keynote address, Wednesday, Nov. 30, came from a student seated near the front in Winship Ballroom.

Did you ever confront the man, your ex-boyfriend, who infected you with the HIV virus? Johnson replied that she had. She sent him a scathing letter and she repeated one of her lines from it.

"Thank you very much, you've killed me," she said.

That was April 1996 and, as the primarily student crowd saw first hand, Johnson is still very much alive. She eats right, exercises and takes her medications. She also lectures frequently about the struggles of living with HIV.

"I try very hard not to say I am HIV positive, because I don't want HIV to define me,

not ever," said Johnson, community outreach program manager for the AIDS Survival Project. "So I always say, I live with the virus. I have the virus. I am infected."

Johnson was the keynote speaker for Volunteer Emory's (VE) AIDS Awareness Week, which ran Nov. 28–Dec. 2. It included informational events, a VE service trip to Project Open Hand, a screening of the film *Philadelphia*, and "Quilt on the Quad," the display of the 400-panel AIDS Memorial Quilt on Dec. 1 (World AIDS Day).

Johnson went beyond her own experience and related the stories of others who have lived—and died—with AIDS. Her point was that a person's struggle with the disease is a personal one. "HIV is an individual journey," she said. "It is not the end of the line, far from it. It is the beginning."

See AIDS AWARENESS on page 5

ALUMNI ASSOCIATION

GALA seeks to connect LGBT grads

BY ERIC RANGUS

Cox Hall was one of Elliott Mackle's frequent haunts when he was a graduate student in the Institute for Liberal Arts (ILA) in the 1970s. His lunch companions included several other ILA grad students, both men and women. Three of them—one man, one woman and Mackle himself—were gay. Everyone at the table knew it, too.

"But nobody ever brought it up," said Mackle, who earned his Ph.D. in American studies in 1977. The former dining critic for *The Atlanta-Journal Constitution* is now a fiction writer, currently at work on his third mystery novel.

"It was never mentioned, not once," Mackle continued. "Even though everyone knew I had a partner, whom I still have."

Emory's campus has become much more open in the nearly 30 years since Mackle graduated, but that doesn't mean the University's LGBT community has it easy. Forging connections still has many challenges, but a group of Emory alumni is working hard to overcome these challenges.

Created earlier this year with support of the Association of Emory Alumni (AEA), GALA (Gay and Lesbian Alumni) is

a new alumni affinity group focusing on the University's LGBT graduates.

"The goal is to connect alumni to each other as well as to current students, faculty and staff who are either members of the LGBT community or allies," said Terry Sartor, who graduated in 1993 with a double-major in business and English, and serves as GALA's marketing/public relations chair.

Mackle learned of GALA in May when he attended a "Blue Jean Brunch" held during Emory Weekend that attracted several dozen LGBT alumni, faculty, staff and students. Mackle had independently contacted AEA to inquire about options for supporting LGBT students, while the alumni group that eventually grew into GALA came together at about the same time. Mackle was impressed enough that he volunteered to serve as GALA's co-chair.

The GALA steering committee now meets once a month at the Miller-Ward Alumni House, and buzz about the group is getting louder. An Oct. 1 reception at Red Door Tavern in Midtown was even better attended than the Blue Jean Brunch—now scheduled to be an annual event.

"The group is very energetic," said Jennifer Crabb,



Jon Rou

Elliott Mackle and Sharon Semmens are co-chairs of GALA (Gay and Lesbian Alumni), a new alumni affinity group that aims to connect LGBT graduates both to the University and each other.

director of alumni services and leadership development. She serves as AEA's liaison to GALA and attends each steering committee meeting. Other AEA staff who helped in the creation of the group include Senior Director of Campus Relations Gerry Lowrey and Director of Services and Leadership Sarah Cook.

"I've grown a lot as a person working with them," Crabb said. "I've never seen an organization come together as quickly as they have."

The GALA listserv boasts about 100 members, a lot considering alums must opt-in to join, and about 20–25 are active participants in GALA planning and events. That number is growing

steadily despite hurdles inherent to the LGBT community.

"We are not like other communities within the University," said Sharon Semmens, '80C, '80G, GALA's other co-chair. "You don't always know who other members are. This is a way of building bridges, and GALA provides a vehicle for us to get to know each other."

Crabb said AEA has to work twice as hard to connect GALA members as they do with the association's two other affinity groups (which serve African American and Muslim students, who are

See GALA on page 4

STRATEGIC SOURCING

New business travel program takes off

BY KATHERINE BAUST LUKENS

Emory travelers have another option in developing and managing their itineraries, with a new program that introduces three preferred travel agencies for University business travel: Carlson Wagonlit, Travelocity Business and WorldTravel BTI.

Each preferred agency offers a variety of services, including comprehensive reporting,

See TRAVEL PROGRAM on page 5

Enclosed on page 7 is the Emory University Summary Annual Report for 2004:

- Retirement Plan #001
- Welfare Plan #501
- HealthCare Plan #502
- Residency Training Program Health Care Plan #505
- Residency Training Program Life Insurance Plan #506
- Beneflex Plan #507
- Welfare Master Trust Plan #511

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AROUNDCAMPUS

Got a nominee for an honorary degree?

The University Senate's Committee on Honorary Degrees is seeking nominations for recipients of degrees to be conferred in the 2007 Commencement ceremony.

Criteria for an Emory honorary degree include:

- achievement of the highest distinction in the field of learning, the arts, the professions or public service, especially in those achievements that manifest or contribute to the life of the mind;
- compelling reasons why it would be fitting for Emory to honor the nominee;
- special significance the honor might have to the individual being recognized; and
- appropriateness of recognition at Commencement, before a general audience of students, family members and friends.

Except under extraordinary circumstances, persons who have spent the greater part of their careers as Emory faculty or administrators will not be considered. The committee will, however, consider nominations of persons otherwise associated with Emory (alumni, trustees, visiting faculty, etc.). The committee encourages nominations of women and members of ethnic minorities.

The deadline for nominations for 2007 recipients is Dec. 16. Nominations may be e-mailed to honorarydegrees@emory.edu or sent to Honorary Degree Nominations at mail-stop #1000/001/1AN.

ReservesDirect workshop set for Dec. 14

Features of ReservesDirect, a course materials management program, will be highlighted at Dec. 14 workshop at 10:30 a.m. in room 215 of Woodruff Library. To sign up, call 404-727-6867.

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FIRSTPERSON TOM CHAFFIN

Wild horses couldn't drag them off stage



Tom Chaffin is visiting scholar in history.

During their periodic "Elvis is Alive!" jags, the tabloids routinely treat us to manipulated photo images that conjure how the King might look today—that is, had he lived beyond 1977 and the age of 42.

The whole exercise is tacky. But those images probably come as close as we'll get to glimpsing what time might have done to major acts (most now deceased) of rock's 1950s and '60s golden era. Because they died young, we'll never know how Elvis, Jimi or Janis would have looked and sounded in middle and old age.

The Rolling Stones, however—still on the road, still recording new material—afford us the opportunity to witness how golden-era greatness holds up in the 21st century.

The Stones won their first admirers in 1963 when they rocked the Crawdaddy Club in the London borough of Richmond. The band by then had soaked up influences from jazz and country to R&B and rock. However, unlike the Beatles, who idolized Elvis, Mick Jagger and Keith Richards found their North Star in Muddy Waters, Jimmy Reed and other great Chicago and Delta bluesmen. Long before he formed a band named after a Waters song, the teenaged Jagger mail-ordered blues albums from America and, with his childhood chum Richards, listened obsessively.

By most accounts, the Stones still earn their "greatest rock 'n' roll band in the world" title. At their Atlanta concert in October, the band's riveting "I'm a King Bee" energy remained intact—only now it's propelled by more polished musicianship. Even so, I've been struck by how many critics feel obliged to make sneering references to age: Jagger is 62; Richards, 61; Charlie Watts, 64; and Ron Wood, 58. Even Jagger, invoking a song from their new album, brought up longevity: He said they'd thought of calling this the "Oh No, Not You Again!" tour.

Why the cultural discomfort with a band that survives beyond the few years of most rock acts? After all, architects, authors, film directors and classical musicians all are expected to work as long as they can. And most people—reasonably assuming that experience improves—register no surprise when an artist's twilight years yield his or her best work.

So why withhold such assumptions from rock performers? Well, for starters, the form is still stereotyped as "teen music"; its frequent sophistication gets overlooked. But more important, I'm convinced that fans expect their heroes to be signatories to a rock 'n' roll Faustian pact. In exchange for early glory, musicians agree to self-destruct while young or, failing that, quietly shuffle off into the underworld of the oldies circuit, condemned to re-create their early hits before ever-smaller audiences.

Finally, in the case of the Stones, yet another factor obtains—call it the Joyce Carol Oates syndrome. Over the years, Oates has published more than 100 books. Her fiction enjoys a sturdy literary reputation. But how much higher would that reputation have soared had she published fewer books (perhaps only one or two novels) before dying an untimely, sensational death?

Reconsider the old Beatles

vs. Stones rivalry of the 1960s. During their brief but prolific recording career (only about six years), the Beatles produced a dozen studio albums—about half the number that the Stones have produced over four decades. By conventional wisdom, the Beatles created the more enduring musical legacy. But how much does that judgment issue from the fact that the Beatles, by leaving the field early, guaranteed an enduring nostalgia for their work? Likewise, by staying for the long haul, how much have the Stones invited critics to take them for granted?

The received wisdom has the Beatles, through a playful eclecticism, infusing standard rock with a newfound sophistication. But from peerless rockers ("Satisfaction," "Let Me Down Slow") to ballads ("Ruby Tuesday," "Biggest Mistake"), Jagger-Richards ranks with the best of Lennon-McCartney. And from the Indian raga shadings of "Paint It Black" to the Moroccan stylings of "Continental Drift," they even boast their own eclecticism.

And unlike the Beatles, who abandoned touring soon after achieving stardom, the Stones went on to become a legendary stage act. By now, Jagger—running, dancing, preening his way across countless stages all over the world—belongs in the elite company of Frank Sinatra and Elvis as one of our era's most charismatic live performers.

As Richards has lately said, it's not to rock stars who die young that he and the band look for role models; they look instead to great bluesmen such as Waters and Willie Dixon, whose work only became more resonant as the years rolled by.

Besides, as Richards also said, he's too old to find another trade. "I've said it before—this is all I can do. I'm a lousy plumber."

This essay first appeared in The Los Angeles Times and is reprinted with permission.



Jon Rou

Senior Adam Berry named 2006 Marshall Scholar

Emory College senior Adam Berry is one of 40 students nationwide to be awarded the prestigious 2006 Marshall Scholarship. He is the third consecutive Emory student to receive the scholarship and the 12th overall from the University. The scholarships finance young Americans of high ability to study for a degree in the United Kingdom for two years. "I'm deeply honored by the fact that, as a Marshall scholar, I play a quasi-ambassadorial role, in both representing the United States to the United Kingdom," Berry said. He has maintained a 4.0 grade point average while pursuing a double major in political science and Middle Eastern studies, with minors in Arabic, linguistics and Persian. He plans to use his scholarship the first year to earn a master of arts in applied corpus linguistics at the University of Birmingham, followed by a year of study at Oxford University to pursue a master of studies degree in modern Middle Eastern studies with a concentration on Iran.

EMORYVOICES

Is enough attention paid to AIDS?



Yes. It's much better than in the 1980s. The bottom line is, we have treatments, and we need to get them to those in need.

Matt Payne
associate professor
History



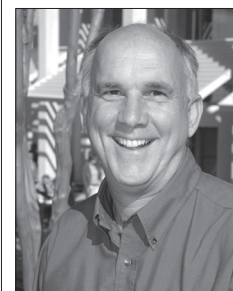
I don't think so. I think the focus on this issue has died out over the years.

Andre Clanton
graduate student
Candler School of Theology



It's hard for me to say because I don't know anyone with AIDS. I feel there is enough research being done and they are putting in as much effort as they can.

Angie Ethridge
hospital visitor



No, I think everyone has forgotten about it. We have become too complacent.

Randy Fullerton
director of creative initiatives
Emory College



No. Now that there are treatments, it's dropped down to "another African mess," like poverty and war. I don't think there is an awareness in the U.S. of how much needs to be done.

Mark Ravina
associate professor
History

EMORYPROFILE KARL (WOODY) WOODWORTH

Ghost
StoryBy
Eric
Rangus

Kay Hinton

Behind Karl (Woody) Woodworth are the many volumes of the medical library at Grady Hospital, where he is branch librarian. It's work he was made for. Woodworth earned a master's degree from Emory's old School of Library and Information Management—one of three Emory degrees he holds. But Woodworth's work is just one aspect of his very deep connection to the University.

Woody Woodworth is flesh, blood and bone, but on occasion he refers to himself as a ghost. Why? "I feel like I've spent a good part of my life here at Emory," said Woodworth, whose given name is Karl, although few on campus know him by it. "I've been here in many different roles—as a student, an employee and now as a parent. I feel like I've experienced Emory from many different sides, and there is a good piece of me that remains here."

Since 1998, Woodworth has served as librarian at the Grady Hospital Branch Library, which is a part of the Woodruff Health Sciences Center Library. But his Emory professional career dates back to 1986 when Woodworth served as a programmer for the Computing Center (forerunner to the Information Technology Division, which is forerunner to Academic and Administration Information Technology). He was responsible for maintaining DOBIS, the University's first online library catalog. EUCLID, the current library system, succeeded DOBIS, and Woodworth

therapies, there are also some other things that are not clearly known or controversial, so we help people find the literature in the medical journals that try and point the way to take better care of patients."

As he mentioned, Woodworth's connection to Emory doesn't stop with his job. Two of his three sons are students here: Andy, the oldest, is in the Candler School of Theology; younger brother Michael is a senior in Emory College spending this semester abroad in Senegal. Youngest son Benjamin is a junior at Decatur High School. Woodworth's father-in-law graduated from Candler. In fact, his wife's family ties to Emory predate its move to the Atlanta campus.

Woodworth's sons are following in their father's footsteps; he graduated from Oxford in 1973, earned a B.S. degree in

to have a more traditional library post. But there is enough going on here that one can make a career out of just working at Emory."

And Woodworth does his part to be an engaged employee. He is in the middle of his second year on the Employee Council and serves as its historian.

The council takes the past seriously. Previous council historian Cheryl Sroka compiled an in-depth chronicle of the council's 30-plus-year history (Woodworth lugs the several-inches-thick binder to every council meeting), and Woodworth's job is to augment it with further vignettes from the council's past.

Woodworth does much of his research in Woodruff's Manuscript and Rare Books Library (MARBL)—as a librarian himself, the job hardly qualifies as a chore. "It's pretty easy to lose three hours up there," he said. The research gives him a fresh outlook

parking and benefits) have been concerns of Emory staff at least since the time he was a student.

Woodworth's knowledge of the University's history gives him an interesting perspective on its present and a strong desire to help plan its future. That's one of the reasons he volunteered to co-chair the council's strategic plan steering group.

Planning efforts are concentrated in four working groups—leadership, community and work/life balance, benefits and compensation, and internal career advancement and training—that emerged in late 2004 from conversations encouraged by Provost Earl Lewis.

At the time, strategic planning in each of Emory's schools was well under way. The council took up the challenge to apply those efforts to staff employees. Then-council President Susie Lackey convened a small working group to address "what should the University do to attract, develop and retain excellent staff," Woodworth said.

The final product, the "Strategic Plan for Staff Excellence," was submitted to Lewis just before the new year (Woodworth wrote the plan's narrative, tying together the ideas of each of the planners), and an impressed administration encouraged the council to move forward.

"The council is an advising body," Woodworth said. "We aren't empowered to act. We need to use moral authority and create partnerships to make things happen. With the strategic planning process, we don't want to get ahead of ourselves, but we also don't want to move so slowly that we lose steam."

Losing steam doesn't look like a concern. Each working group is fully staffed (with four or five members), and those

volunteers are compiling "people maps" to identify others on campus who are "owners" of the various themes sketched out in the plan. (For example, who might one talk with about work/life balance?)

"We are trying to figure out who the people are first," Woodworth said. "From there, it will be a fairly easy process to make contact with those folks, share the plan with them and get their ideas about how we can move forward together."

This partnership theme sprang from an Oct. 27 meeting Woodworth and current council President Louis Burton had with Mike Mandl, executive vice president for finance and administration. Meetings with top administrators like Lewis and Mandl show how much the University's leadership has jumped on board with the council's plans to transform Emory into a "destination employer."

Woodworth's work, family and history are only a few aspects of his persona. Perhaps the most prominent one—as well as the one he has to explain most often—is his name.

While nicknames are hardly uncommon at Emory, few are as ingrained as Woodworth's. His e-mail address, for example, starts with a "w" (for "Woody") instead of the customary "k." He is known professionally on campus as Karl (Woody) Woodworth—with parentheses rather than quotation marks. It's a moniker that owes its origin to his pre-Emory days.

"I was in the Navy for four years," Woodworth said. He graduated from communications school in 1969. "Everyone with a name beginning with 'wood' was 'Woody,'" he continued. "All Polish people were 'Ski,' and all Smiths were 'Smitty.'" And one part of the ghost story is solved.

"I feel like I have spent a good part of my life here at Emory. I've been here in many different roles—as a student, an employee and now as a parent. I feel like I've experienced Emory from many different sides, and there is a good piece of me that remains here."

—Karl (Woody) Woodworth, Grady Hospital Branch Librarian

helped lead the team responsible for the transition.

"We average about 200 visitors a day, so I like to call us the busiest little library in Atlanta," Woodworth said of the Grady Branch Library, located on the first floor of the Grady campus' Glenn Building. The library serves not only Emory medical students and faculty but those of the Morehouse School of Medicine, as well as Grady staff.

"People down there are wonderful to work with," he continued. "We support patient care because, while there are many prescribed procedures and

biology the following year, and in 1981 received a master's of librarianship from Emory's now-defunct School of Library and Information Management. Even though Woodworth worked for six years in the private sector, deep down he knew he wouldn't stay away from Emory too long.

"After I got my library degree was really the time when I felt Emory was going to be one of the stopping places in my career," Woodworth said.

"I didn't realize I would stay or what role I would play. I began on the computer side of librarianship, but I expected eventually

on his own past experiences on campus.

"As a student I didn't feel really connected to a lot of the historical things that were happening at the time," said Woodworth, noting that the council came into being just before he matriculated at the Atlanta campus. "I began to feel like a ghost again. I'm someone who was here during these times, and now I'm looking at the history again."

And history, he has found, keeps repeating itself. Paging through council notes from decades past, Woodworth has found that some issues (such as

UNIVERSITY GOVERNANCE

Secretary Magee discusses ambition with PCSW

The President's Commission on the Status of Women (PCSW) welcomed University Secretary Rosemary Magee to its Nov. 17 meeting, held in the Jones Room of Woodruff Library.

Magee discussed the book *Necessary Dreams: Ambition in Women's Changing Lives*, by Anna Fels. The book explores the ways women view ambition and how they perceive their futures. After interviewing both women and men, Fels found women more often attribute success to luck rather than talent. Also, women who had clear plans for their future expressed a stronger sense of well-being than those who were less focused.

Magee reflected on her own experiences, saying 30 years ago the liberation movement was at full speed and women really did burn their bras. "If you would have told me then that women still wouldn't be represented equally in leadership positions today, I wouldn't have believed you," she said.

"We need to get ambitious about ambition," Magee said. "Women need to find a way to incorporate contemplating ambition into their lives."

In other commission business, two new members were elected: undergraduate Nicole Faurot and graduate student Norleena Poynter. Then, Junior Chair-Elect Susan Carini reported that a newly designed website is in the works.

Committee reports are as follows:

Faculty

- Exploring the issue of nondiscriminatory harassment and how it might differentially impact women and minorities; and
- Working with members of other committees and noncommission members on the proposed work-life symposium.

Staff

- Communicating with the Georgia Nurses Association on the request for the commission to support national and state legislation that promotes and protects a woman's decision to breastfeed; and
- Analyzing public data from Integrated Postsecondary Education Data System and the Equal Employment Opportunity Commission to determine career advancement across ethnic and gender.

Student Undergraduate

- Completed questions for a survey of students' experiences and awareness of resources regarding sexual assault, sexual harassment and stalking; and
- Researching stalking policies at a minimum of five benchmark schools.

Graduate

- Planning work-life open forum sessions to be held in December; and
- Documenting students' narratives regarding their work-life experiences.

Women in Leadership

- Investigating honorary degrees process and planning to meet with Magee on the subject; and
- Monitoring current open position searches, including deans of the School of Law, Graduate School of Arts and Sciences, and Candler School of Theology; and vice president for communications.

The next PCSW meeting will be held Thursday, Dec. 15, at 4 p.m. in the Jones Room of Woodruff Library.

—Christi Gray

If you have a question or concern for PCSW, send e-mail to Chair Allison Dykes at adykes@emory.edu.

PERFORMING ARTS

Concert favorites help get University in holiday spirit

BY NANCY CONDON

Once again this December, University faculty, staff, students and award-winning touring artists will present three concerts that have become popular holiday traditions not only for Emory but for greater Atlanta, as well.

The Festival of Nine Lessons and Carols, performed by the University Chorus and Emory Concert Choir under conductor Eric Nelson, begins the season with its candlelit evening service of choral music and scripture, Dec. 9 at 8 p.m. and Dec. 10 at 5 p.m. and 8 p.m. in Glenn Auditorium (\$15 general admission; \$12 for faculty, staff and alumni; \$5 for Emory students).

Based on the 12th century Christmas service at King's College Chapel in Cambridge, England, the festival has been an Atlanta tradition since 1935, growing out of Christmas concerts started a decade earlier at Atlanta's First Presbyterian Church. The event moved to Glenn upon the church's completion in 1931, and its current format was adopted in 1935 to popular and critical acclaim. The festival is filled with traditions such as the opening candlelit procession of the choirs—this year numbering approximately 220 singers, the largest in festival history—singing "Once in Royal David's City" and the closing singing of "Silent Night."

The University Chorus includes faculty, staff, community members and graduate and undergraduate students. This year's festival includes such well-known carols as "Ding Dong Merrily on High" and the new work "Lux Arumque" by American composer Eric Whitacre. University Organist Timothy Albrecht will present "Bring a Torch, Jeanette Isabella."

Next, the Emory Chamber Music Society of Atlanta (ECMSA) and the Vega String Quartet perform music of the season for children and families at ECMSA's 11th annual **Holiday Concert and Sing-Along** in



Emory Dance Company member Poojya Lodhia performs in last year's Celtic Christmas Concert. This year's event, set for Dec. 17 and 18, is just one of the holiday arts offerings in December.

the Carlos Museum, Dec. 11 at 4 p.m. (\$4; free to museum members at the family level or above).

ECMSA artistic director William Ransom, Mary Emerson Professor of Piano and director of piano studies, and the Vega String Quartet will perform "Winter" from Vivaldi's *Four Seasons*, selections from *The Nutcracker Suite*, and Christmas carols arranged for string quartet. Music faculty member and conductor Richard Prior also will lead a sing-along of holiday favorites.

Finally, pagan meets St. Patrick and the Celtic world meets Appalachia at the 13th annual **Atlanta Celtic Christmas Concert**, Dec. 17 and 18 at 8 p.m. in the Schwartz Center (\$25 general admission; \$20 for faculty, staff and alumni; \$10 for students and children). This year, Grammy Award-winning banjo virtuoso Alison Brown and *Riverdance* composer Bill Whelan join top regional performers in the show. For tickets, visit the box office in the

Schwartz Center or call 404-727-5050.

Produced by Emory's W.B. Yeats Foundation under the direction of Winship Professor of the Arts and Humanities Jim Flannery, Celtic Christmas has been called by *The Atlanta Journal-Constitution* "a rollicking yet reverent occasion." The concert celebrates in music, dance, poetry, song and story the Christmas traditions of the Celtic lands and their connections with similar traditions in the American South.

In addition to Brown and Whelan, the concert features musicians and dancers representing the Highland Scots tradition of Cape Breton, Nova Scotia, as well as a number of the traditional Southeastern performers, including Flannery (an Irish tenor and storyteller), the Buddy O'Reilly Band, fiddler Maggie Holtzberg, singer Barbara Panter, Welsh harper Kelly Stewart, the four-part harmony of Nonesuch, Highland pipers and dancers, Irish step dancers and Appalachian clog dancers.

GALA from page 1

more easily identified). "We do a lot of peer-to-peer work both with AEA and with GALA members to bring more alums in."

Informing constituents about GALA requires creative communication. Some GALA members connect through **facebook.com**, an online social network that is popular on campus. Many facebook profiles include sexual orientation. If someone identifies as LGBT and an Emory alumnus, they may receive an e-mail from a GALA member inviting them to join.

The next marquee event is a fund-raiser at Mackle's home scheduled for Jan. 20, 2006. The proceeds will benefit the March 2 Emory Pride banquet, and monies left over will fund future GALA endeavors. Those being discussed include possible scholarships or textbook subsidies for LGBT students.

Semmens said that one of GALA's main goals is to financially (and otherwise) support Emory's Office of LGBT Life, which came into being more than a decade after she graduated. "That office would have made a big difference when I was in school," she said.



Tony Benner

Franken draws big crowd to Carter Center

Author, humorist and Air America commentator Al Franken brought out the masses, Nov. 30, as many people were turned away from Franken's standing-room-only appearance at The Carter Center's Day Chapel. At the free event, Franken spoke of his new book, *The Truth With Jokes*, and signed copies afterward. The event also featured C-SPAN's Book TV bus on display in the center parking lot; visitors were able to tour the bus' onboard television studio and watch interactive demonstrations of Book TV programming.

UNIVERSITY GOVERNANCE

Senate hears strategic plan, fund-raising updates

After University Senate President Michael Rogers opened the Nov. 22 meeting in Woodruff Library's Jones Room, President Jim Wagner gave remarks on his recent trips to 15 cities, six of which were in Africa and Asia, where he met with alumni and parents of current students. "I bring greetings from all around the world," Wagner said. Wagner called the trips "very fruitful" in establishing relationships with educational institutions abroad.

Vice President for Information Technology (IT) and Chief Information Officer Rich Mendola said he has established an IT planning council, with responsibilities across campus. Mendola also said plans to install wireless Internet service across campus were "proceeding full speed and ahead of schedule."

Provost Earl Lewis gave an update on strategic planning. He said the University's schools and units have completed their strategic financing templates, and the information would be consolidated for presentation to the Board of Trustees.

"Each unit will be asked to think about their priorities and how they should be invested," Lewis said. "And every plan also will be reviewed and assessed annually. We want to be accountable to ourselves, to the board and to the overall community."

Dan Macaluso, vice president for development, University programs, and Phil Hills, vice president for development, health sciences, gave an update on comprehensive campaign planning. They summarized what has been done, including hiring additional staff in development, alumni relations, operations, and marketing and communications, as well as recruitment of campaign volunteer leadership.

Quinton Ellsworth of the Office of Internal Audit gave an update on the Emory Trust Line. Members of the Emory community can now report fraud, financial and policy violations and other concerns anonymously and confidentially through the Trust Line at 1-888-550-8850. This number is toll-free and can be used 24 hours a day, seven days a week.

The next University Senate meeting will be held Jan. 31 in the Jones Room.

—Chanmi Kim

If you have a question or concern for University Senate, send e-mail to President Michael Rogers at rogers@learnlink.emory.edu.

FOCUS:HUMAN RESOURCES

Dealing with the rising costs of health care

In 2003, U.S. health care spending reached \$1.7 trillion—about 4.3 times the amount spent on national defense—and total out-of-pocket spending on health care rose \$13.7 billion to \$230 billion.

Employer health insurance premiums increased by 11.2 percent in 2004, nearly four times the rate of inflation and marking the fourth consecutive year of double-digit percentage increases for all types of health plans, including health maintenance organizations (HMOs), preferred provider organizations (PPOs), and point-of-services plans (POS).

Emory's own medical plan costs have risen about 11 percent per year, with the University traditionally absorbing about three-quarters of the cost while trying to keep employee premium increases to a minimum (averaging less than 3 percent per year). In all, Emory spent \$46 million on its health plans in 2004, and this number is expected to rise to \$54 million this year and to \$59 million for 2006.

Policymakers and government officials agree that health care costs must be controlled but disagree on the best way to do it. Meanwhile, employers are taking action to address not only their own rising costs but also the impact on their employees.

The most successful organizations are taking a comprehensive, longer-term approach to cost management and actively engaging employees in the process. They look at all aspects of vendor relationships, efficiency and cost-saving. For example, these organizations are more likely to consolidate vendors or implement vendor-performance standards or service levels.

Many health advocates believe that if Americans adopted healthier lifestyles, health care costs would be more controllable. Many organizations are requiring employees to take more responsibility for their health care decisions—for example, by setting a higher differential between brand-name and generic drug co-pays.

Organizations also have begun to realize the importance of effectively communicating health care costs and providing online tools to help build a "culture of health" among their employees. In order to understand and support a health care strategy, employees must know the benefits of improved personal health and what it means to be an effective health care consumer. It's also important for organizations to offer health risk assessments or improvement programs.

Another method is "consumer-driven" health care—if employees have to pay more of the costs themselves, they will shop for the best care at the lowest price. This approach has shown positive cost-control, especially as it discourages non-emergency visits to emergency rooms and encourages employees to search for cheaper generic drugs—two of the biggest costs in health care.

Emory has been regarded as a "healthy" place to work. In recent years, the University alternated between cost increases in insurance premiums and increases in co-pays or deductibles. Emory also takes a hard look at claims data to determine what is driving costs.

The focus on health and wellness through such programs as the Faculty Staff Assistance Program (FSAP), the Nurse Line and the Health Management Program give employees access to helpful medical information without incurring additional costs. Early identification and treatment of chronic conditions helps avoid hospitalizations for conditions that can easily get out of control.

Recent changes to our prescription drug tiers and provider networks give employees more options to make financially responsible choices for their health care. Additionally, the 2006 benefit plan changes include the addition of the Health Savings Account (HSA) and High Deductible Health Plan (HDHP), as well as the POS network change, giving Emory employees more flexibility in choosing coverage that best suits their needs.

AIDS AWARENESS from page 1

Johnson's beginning came many years before she was diagnosed herself. One of her close friends contracted AIDS and succumbed quickly. "It was one of the greatest shocks of my life," she said. "I just wasn't prepared, number one, that anyone I knew personally had this terrible disease, number two that anyone black would have this disease, and number three that it would take them out so quickly.

"But it was an eye-opening experience for me, and it was the beginning of my journey with HIV/AIDS and understanding that I needed to open my eyes and open my mind to the idea that maybe this thing can touch anybody," she continued.

But this knowledge still didn't protect her. Her boyfriend contracted the virus through unprotected gay sex and passed it on to her. Johnson said the issue of bisexuality among black men (called the "down low") is rarely discussed—and didn't even have a name 10 years ago, but it is an increasingly serious threat to the



Jon Rou

"HIV is an individual journey," said AIDS Awareness Week keynote speaker Sheryl Johnson, who was infected in 1996 but with treatment leads a healthy life. "It is not the end of the line, far from it."

health of both men and women and one of the most common avenues in the spread of HIV.

"There are still a lot of people in denial," she said.

"You've got to protect yourself if you are going to be sexually active, each and every time. I'm

a child of the '60s and '70s. We used to do things and not worry about them. You don't have that luxury. And we have to deal with the 'down low.' There are few studies and people say it doesn't exist. Look at me, I exist."

TRAVEL PROGRAM from page 1

Internet-based and agent-assisted booking, 24-hour access, and reduced transaction fees. Also, each provides a crisis-notification system so that Emory will be notified whenever a staff or faculty member travels in an area of the world where a crisis occurs. The University cannot guarantee crisis notification for the business travelers who do not purchase tickets through one of the preferred agencies.

The travel program was developed "to identify ways to better manage business-related travel at Emory," according to Mike Mandl, executive vice

president for finance and administration. Currently available to University employees, plans are under way to make it fully accessible to Emory Healthcare employees, as well.

According to David Thurston, associate vice president for financial operations, the travel program is mutually beneficial for the University and its employees. "For employees, it presents greater options and flexibility to accommodate travel needs; for simple reservations, the online tools are fast and cost-effective, while for complicated travel itineraries the agency can search for the

best rates to save the employee time," Thurston said. "For Emory, the benefits are that it helps to control travel costs, reduces risk to our faculty and staff, and centralizes travel data for better negotiating leverage."

A new Travel Information Center can be found on Emory's Finance page at www.finance.emory.edu. The site is intended to be comprehensive for all travel needs and information. For additional information, or to sign up for training sessions, send e-mail to travel@emory.edu.

Katherine Hinson is director of communications for Human Resources.

SCHOLARSHIP&RESEARCH

Panel sets research guidelines for 'recently dead'

BY VINCENT DOLLARD

For the first time, a consensus set of ethical guidelines has been published to give individual medical institutions—and the medical community at large—a foundation on which to launch debate or consider studies with a growing research population: the recently dead.

Convened by Rebecca Pentz, professor of hematology and oncology in research ethics at the Winship Cancer Institute and lead author of the study, a multidisciplinary panel agreed unanimously on specific recommendations that balance potential research benefits with dignity and respect for the subjects. The term “recently dead” includes cadavers with no heartbeat as well as brain-dead cadavers still on ventilators or other technological supports.

The panel, known as the Consensus Panel on Research with the Recent Dead, is made up of 15 ethicists, clinicians, researchers, patient and religious advocates from around the United States. After developing the initial set of recommendations, the panel will review or raise new issues as appropriate.

According to Pentz, the guidelines published in the Nov. 5 issue of *Nature Medicine*

are based on the principle of respect for persons, which the panel believes should extend to the dead. Therefore, the individual's goals and wishes are to be honored by the research in which they participate.

The panel's recommendations include specifics on:

- ensuring scientific and ethical review and oversight;
- involving the community of possible research subjects in review and oversight;
- coordinating research with organ donation and procurement organizations;
- ensuring that the recently dead are the best population for the proposed research;
- conducting procedures that are respectful of the dead and time-limited;
- obtaining the preferred authorization of first-person consent through surrogate consent or research directives;
- protecting confidentiality of the patient and family; and
- ensuring the research does not result in costs or payments to the family.

“We hoped to create dialogue among the institutions who currently review research with the recently dead, as well as answer and anticipate questions from individual researchers and institutional review boards at research institutions that are considering

programs,” Pentz said. “We want the guidelines to give research centers a confidence to properly address and assure patients and families that they and/or their loved ones will be treated with respect and dignity, and that their participation in the research will be not only completely voluntary, but highly valued.”

Legal but often debated over the last 25 years, research on dead individuals has emerged in recent years. The University of Texas M. D. Anderson Cancer Center in Houston and the University of Pittsburgh have research programs under way for the recently dead, and have ethical guidelines for their individual programs in place. Representatives from both institutions participated in the consensus panel.

Research using the recently dead, currently a rare practice due in part to ethical considerations, is expected to increase as new technologies such as nanodevices and targeted therapies evolve and require sophisticated research methods. Researchers report that “fresh” tissue is critical in the study of human degenerative diseases such as cancer, Alzheimer's disease and multiple sclerosis.

M. D. Anderson is working to develop the first molecular



Rebecca Pentz of the Winship Cancer Institute worked with doctors, ethicists and researchers from around the country to develop a set of guidelines for working with recently dead cadavers. The practice is expected to increase with the creation of new technologies.

Jon Rou

map of the human vasculature in part by gathering data from biopsies of organs administered with a library of peptides or phages that focus on specific areas of the body. Wadih Arap, professor of medicine and cancer biology at M. D. Anderson, and his colleagues are using the data to learn more about delivering targeted therapies to intended organs.

“This type of research may go against the human grain at first thought, but cancer

patients generally cannot donate their organs after their death due to their disease, and there are many patients and families who see this research as an alternative to organ donation,” said Arap, who worked with Pentz on the guidelines established at M. D. Anderson in 2001. “It is yet another way, beyond clinical trials or donating their bodies to science after death, for patients and/or their families to give back to humankind.”

Grant funds mental-health service study for homeless



Raymond Kotwicki (left) directs Grady Hospital's Community Outreach Services Program, and he says providing mental-health support and case management for Atlanta's homeless could help some of them avoid prison time—a much more costly state expense.

BY ALICIA SANDS LURRY

Raymond Kotwicki, assistant professor of psychiatry and behavioral sciences in the School of Medicine, has received a \$250,000 from the United Way to reach out to metro Atlanta's homeless population. The grant will fund Kotwicki's Education and Community Services

Engagement Linkage (ECSEL) research study, which began last month.

The study will compare two similar groups of patients, one experimental and one control. Half the participants will receive the same care they are currently getting through Grady Hospital, but individuals in the experimental group will receive enhanced levels of

case management and services.

“The overall goal of this project is to combine intensive case management, education and coordination of services for individuals with serious mental illnesses who frequently use costly safety-net services. We hope to demonstrate that enhanced, coordinated care will prevent them from going back to the streets,” said Kotwicki, principal investigator of the study and medical director of the Community Outreach Services Program at Grady. “This grant is an effort to provide competent, timely and appropriate mental health services to people who face multiple significant legal, housing and treatment challenges in the Atlanta area.”

ECSEL is based on a 2000 demonstration project in Harris County, Texas, in which there was some success, but several outcome data—including economic and some clinical variables—were not measured.

Patients participating in the study will be identified through the court system, the psychiatric emergency care system or jails. A total of 30 individuals will be randomized into the control group and will receive normal care

through Grady's Behavioral Health Services. They will have access to a primary social worker to coordinate mental health services, as well as case management and nursing services.

“We hypothesize that the life-support and case-management services provided to homeless individuals will cost taxpayers less than safety net health services and jail.”

—Raymond Kotwicki, assistant professor of psychiatry and behavioral sciences

Another 30 individuals will be randomly assigned to the ECSEL program team. They will receive intensive clinical team intervention from case managers, social workers and a psychiatrist, as well as placement in permanent housing, financial management and assistance, resource assistance and support, vocational training and education, supportive counseling, psychiatric evaluation, and medication administration and monitoring.

“The individuals receiving care through ECSEL are some of the leading users of expensive tertiary care such as

less than safety net health services and jail.”

Kotwicki plans to publish the data from ECSEL once the project is completed and hopes mental health advocates will find his study helpful in their continuing efforts to improve mental health services in Georgia and the United States.

Pending continued funding, participating individuals will continue receiving services following the study's conclusion, either less acute services (if they show improvement) or services similar to those provided through ECSEL.

Emory University Summary Annual Report for the 2004 Plan Year

FOR EMORY UNIVERSITY RETIREMENT PLAN

This is a summary of the annual report for the EMORY UNIVERSITY RETIREMENT PLAN, EIN 58-0566256, Plan No. 001, for the period January 1, 2004 through December 31, 2004. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Benefits under the plan are provided.

A total of 10,074 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call EMORY UNIVERSITY DIVISION OF HUMAN RESOURCES, 1762 CLIFTON ROAD, ATLANTA, GA 30322, (404) 727-7623. The charge to cover copying costs will be \$.50 for the full annual report, or 10 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan (EMORY UNIVERSITY DIVISION OF HUMAN RESOURCES, 1762 CLIFTON ROAD, ATLANTA, GA 30322) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

FOR EMORY UNIVERSITY WELFARE PLAN FOR INSURED BENEFITS

This is a summary of the annual report of the EMORY UNIVERSITY WELFARE PLAN FOR INSURED BENEFITS, EIN 58-0566256, Plan No. 501, for the period January 1, 2004 through December 31, 2004. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has contracts with UNUM LIFE INSURANCE COMPANY and RELIASTAR LIFE INSURANCE COMPANY to pay Life Insurance, long-term disability claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2004 were \$4,729,370.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$6,413,529 as of December 31, 2004, compared to \$5,873,443 as of January 1, 2004. During the plan year the plan experienced an increase in its net assets of \$540,086. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$4,818,971, including employer contributions of \$1,966,302, employee contributions of \$2,312,583, and earnings from investments of \$540,086.

Plan expenses were \$4,278,885. These expenses included \$4,278,885 in benefits paid to participants and beneficiaries.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. financial information; and
3. insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write EMORY UNIVERSITY DIVISION OF HUMAN RESOURCES, 1762 CLIFTON ROAD, ATLANTA, GA 30322, (404) 727-7623. The charge to cover copying costs will be \$.50 for the full annual report, or 10 cents per page for any part thereof.

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FOR EMORY UNIVERSITY HEALTHCARE PLAN

This is a summary of the annual report of the EMORY UNIVERSITY HEALTHCARE PLAN, EIN 58-0566256, Plan No. 502, for the period January 1, 2004 through December 31, 2004. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has contracts with AETNA and ORAL HEALTH SERVICES to pay Medical claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2004 were \$688,999.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$55,760,910 as of December 31, 2004, compared to \$52,446,699 as

of January 1, 2004. During the plan year the plan experienced an increase in its net assets of \$3,314,211. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$101,801,959, including employer contributions of \$70,090,116, employee contributions of \$27,172,399, and earnings from investments of \$4,539,444.

Plan expenses were \$98,487,748. These expenses included \$7,444,091 in administrative expenses and \$91,043,657 in benefits paid to participants and beneficiaries.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. financial information and information on payments to service providers;
3. assets held for investment;
4. insurance information, including sales commissions paid by insurance carriers; and
5. information regarding any common or collective trusts, pooled separate accounts; master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write EMORY UNIVERSITY DIVISION OF HUMAN RESOURCES, 1762 CLIFTON ROAD, ATLANTA, GA 30322, (404) 727-7623. The charge to cover copying costs will be \$.50 for the full annual report, or 10 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan (EMORY UNIVERSITY DIVISION OF HUMAN RESOURCES, 1762 CLIFTON ROAD, ATLANTA, GA 30322) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

FOR EMORY UNIVERSITY RESIDENCY TRAINING PROGRAM HEALTH CARE BENEFIT PLAN

This is a summary of the annual report of the EMORY UNIVERSITY RESIDENCY TRAINING PROGRAM HEALTH CARE BENEFIT PLAN, EIN 58-0566256, Plan No. 505, for the period July 1, 2004 through June 30, 2005. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has contracts with COMPBENEFITS COMPANY to pay medical claims incurred under the terms of the plan. The total premiums paid for the plan year ending June 30, 2005 were \$105,931.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write EMORY UNIVERSITY DIVISION OF HUMAN RESOURCES, 1762 CLIFTON ROAD, ATLANTA, GA 30322, (404) 727-7623. The charge to cover copying costs will be \$.50 for the full annual report, or 10 cents per page for any part thereof.

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FOR EMORY UNIVERSITY RESIDENCY TRAINING PROGRAM LIFE ACCIDENTAL DEATH & DISMEMBERMENT & LONG TERM DISABILITY

This is a summary of the annual report of the EMORY UNIVERSITY RESIDENCY TRAINING PROGRAM LIFE ACCIDENTAL DEATH & DISMEMBERMENT & LONG TERM DISABILITY, EIN 58-0566256, Plan No. 506, for the period July 1, 2004 through June 30, 2005. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has contracts with PROVIDENT LIFE & ACCIDENT INSURANCE and PROVIDENT LIFE & ACCIDENT INSURANCE CO. to pay life insurance, ACCIDENTAL DEATH & DISMEMBERMENT, long-term disability claims incurred under the terms of the plan. The total premiums paid for the plan year ending June 30, 2005 were \$230,282.

Because they are so called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending June 30, 2005, the premiums paid under such "experience-rated" contracts were \$70,623 and the total of all benefit claims paid under these experience-rated contracts during the plan year was \$237,500.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write EMORY UNIVERSITY DIVISION OF HUMAN RESOURCES, 1762 CLIFTON ROAD, ATLANTA, GA 30322, (404) 727-7623. The charge to cover copying costs will be \$.50 for the full annual report, or 10 cents per page for any part thereof.

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You also have the legally protected right to examine the annual report at the main office of the plan (EMORY UNIVERSITY DIVISION OF HUMAN RESOURCES, 1762 CLIFTON ROAD, ATLANTA, GA 30322) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

FOR EMORY UNIVERSITY BENEFLEX PLAN

This is a summary of the annual report of the EMORY UNIVERSITY BENEFLEX PLAN, EIN 58-0566256, Plan No. 507, for the period January 1, 2004 through December 31, 2004. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Your Rights To Additional Information

You have the right to receive a copy of the full annual report. To obtain a copy of the full annual report, or any part thereof, write EMORY UNIVERSITY DIVISION OF HUMAN RESOURCES, 1762 CLIFTON ROAD, ATLANTA, GA 30322, (404) 727-7623. The charge to cover copying costs will be \$.50 for the full annual report, or 10 cents per page for any part thereof.

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FOR EMORY UNIVERSITY WELFARE MASTER TRUST

This is a summary of the annual report for the Emory University Welfare Master Trust, EIN 58-2087692, Plan No. 511, for the period January 1, 2004 through December 31, 2004. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided. Plan expenses were \$0. A total of 10,074 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$44,849,854 as of December 31, 2004, compared to \$41,073,219 as of January 1, 2004. During the plan year the plan experienced an increase in its net assets of \$3,776,635. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$3,776,826, including earnings from investments of \$3,776,826.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. financial information and information on payments to service providers.

To obtain a copy of the full annual report, or any part thereof, write Emory University, 1762 Clifton Road; Ste 103, Atlanta, GA 30322. The charge to cover copying costs will be \$.50 for the full annual report, or 10 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

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For online event information, visit www.events.emory.edu.

Events for the Emory Community

PERFORMING ARTS

TUESDAY, DEC. 6**Concert**

Emory Jazz Ensemble, performing. 8 p.m. Emerson Concert Hall, Schwartz Center. Free. 404-727-5050.

THURSDAY, DEC. 8**Concert**

Emory Symphony Orchestra, performing. 8 p.m. Emerson Concert Hall, Schwartz Center. Free. 404-727-5050.

FRIDAY, DEC. 9**Concert**

"Festival of Nine Lessons and Carols I." University Chorus and Concert Choir, performing. 8 p.m. Glenn Auditorium. \$15, \$10, \$5, general admission. 404-727-5050.

SATURDAY, DEC. 10**Concert**

"Festival of Nine Lessons and Carols II." University Chorus and Concert Choir, performing. 5 p.m. Glenn Auditorium. \$15, \$10, \$5, general admission. 404-727-5050.

Concert

"Festival of Nine Lessons and Carols III." University Chorus and Concert Choir, performing. 8 p.m. Glenn Auditorium. \$15, \$10, \$5, general admission. 404-727-5050.

SUNDAY, DEC. 11**Concert**

"Holiday Family Concert." Emory Chamber Music Society of Atlanta, performing. 4 p.m. Reception Hall, Carlos Museum. Free, family-level members; \$4, general admission. 404-727-5050.

MONDAY, DEC. 12**Concert**

Atlanta Youth Wind Orchestra, performing. 8 p.m. Emerson Concert Hall, Schwartz Center. Free. 404-727-5050.

SATURDAY, DEC. 17**Concert**

"Atlanta Celtic Christmas." James Flannery, director. 8 p.m. Emerson Concert Hall, Schwartz Center. Free. 404-727-5050.

Also Dec. 18.**SUNDAY, DEC. 18****Concert**

"Annual Holiday Concert and Sing-Along." Emory Chamber Music Society of Atlanta, presenting. 4 p.m. Emerson Concert Hall, Schwartz Center. Free, family-level members; \$4, general admission. 404-727-5050.

VISUAL ARTS

THURSDAY, DEC. 8**Visual Arts Gallery Exhibit Opening**

"VidéoFresnoy." 5 p.m. Visual Arts Building Gallery. Free. 404-727-6315.

Through Jan. 7.**Special Collections Exhibit**

"The Augsburg Confession." Durham Reading Room, Pitts Theology Library. Free. 404-727-1218.

Through Jan. 15.**Carlos Museum Exhibit**

"The New Galleries of Greek & Roman Art." First-floor Galleries, Carlos Museum. \$7 suggested donation. 404-727-4282.

LECTURES

MONDAY, DEC. 5**European Studies Lecture**

"Fashion: The Social Logic (Paris, 1830-48)." Jennifer Terni, history/ILA, presenting. "History in Repose: Unifying Memory in Contemporary Germany." Elizabeth Goodstein, ILA, presenting. 4:30 p.m. 323 Bowden Hall. Free. 404-727-6577.

TUESDAY, DEC. 6**Physiology Lecture**

"Cellular Mechanisms of Synaptic Stability and Their Relevance to Neurodegenerative Disease." Benjamin Eaton, University of California, Berkeley, presenting. 9 a.m. 600 Whitehead Building. Free. 404-727-7401.

WEDNESDAY, DEC. 7**History Lecture**

"Big Guns and Honest Faces: Japanese Brazilian Ethnicity and Armed Struggle, 1964-80." Jeffrey Lesser, history, presenting. 11:30 a.m. 323 Bowden Hall. Free. 404-727-8396.

Biology Lecture

"Circadian Control of a Sensory System: Clock Modulation of 'Dark Current' Ionic Channels in Vertebrate Photoreceptors." Stuart Dryer, University of Houston, presenting. 4 p.m. 2052 Rollins Research Center. Free. 404-727-4211.

MARIAL Lecture

"I'm Ready To Be Someone Else: Storying the Transition to Parenthood." Ralph LaRossa, Georgia State University, presenting. 4 p.m. 413E Briarcliff Campus. Free. 404-727-3440.

Women's Studies Lecture

"Troublemakers, Outlaws and Storytellers: Feminist Tricksters and the Project of Democracy." Sara Puotinen, women's studies, presenting. 4 p.m. 101 White Hall. Free. 404-727-0096.

Jewish Studies Lecture

"Transfers and Transferences: Czechs as Jews and Jews as Czechs." Martin Wein, Ben-Gurion University of the Negev (Israel), presenting. 5:30 p.m. 212 Candler Library. Free. 404-727-6301.

THURSDAY, DEC. 8**Scientific Medical Lecture**

"Minimally Invasive Approaches in the Management of Pancreatic Disease." Scott Davis, surgery, presenting. 7 a.m. Emory Hospital Auditorium. Free. 404-712-2196.

Physiology Seminar

"Hyperexcitable Dendrites in Motorneurons in Normal and Disease States." C. J. Heckman, Northwestern University, presenting. 9 a.m. 600 Whitehead Building. Free. 404-727-7401.

Biomedical Lecture

"General Organization of Membrane Traffic: A Golgi-based Signaling Circuit Coordinates the Secretory Pathway." Alberto Luini, cell biology, presenting. Noon. Nursing School Auditorium. Free. 404-727-3561.

French and Italian Studies Lecture

"Jean-Jacques Rousseau et la Fiction du Culturel." Serge Margel, Ecole des Beaux Arts of Sierre (Switzerland), presenting. 4 p.m. C202 Callaway Center. Free. 404-727-6431.

Spanish and Portuguese Studies Lecture

"Epistemology of the Border: Staging Gender Transitivity in the Auto de Fe." Israel Burshatin, Haverford College, presenting. 4:30 p.m. N501 Callaway Center. Free. 404-727-2297.

FRIDAY, DEC. 9**PBEE Seminar**

"Segmental Duplication and Positive Selection in the Human Genome." Evan Eichler, University of Washington, presenting. Noon. 2052 Rollins Research Center. Free. 404-727-0404.

Scientific Medical Lecture

"A Tau Aminopeptidase That Regulates Neurodegeneration in Vivo." George Jackson, University of California, Los Angeles, presenting. Noon. 500 Whitehead Building. Free. 404-727-3727.

MONDAY, DEC. 12**Pharmacology Lecture**

"NFAT Signaling and the Invention of Vertebrates." Gerald Crabtree, Stanford University, presenting. 2:30 p.m. Whitehead Auditorium. Free. 404-727-5982.

Biology Lecture

"Transposable Elements: Teaching Old Genomes New Tricks." Susan Wessler, University of Georgia, presenting. 4 p.m. 2052 Rollins Research Center. Free. 404-727-4211.

THURSDAY, DEC. 15**Surgical Grand Rounds**

"Laryngeal Trauma." Michael Johns III, otolaryngology, presenting. 7 a.m. Emory Hospital Auditorium. Free. 404-712-2196.

Center for Ethics Lecture

Mary Lynn Dell, presenting. 3:30 p.m. 864 Rollins School of Public Health. Free. 404-727-5048

RELIGION

MONDAYS**Zen Meditation**

4:30 p.m. Cannon Chapel. Free. 404-727-5120.

TUESDAYS**Taizé Worship Service**

4:45 p.m. Cannon Chapel. Free. 404-727-6225.

TUESDAY, DEC. 6**Advent Service of Readings and Eucharist**

11 a.m. Sanctuary, Cannon Chapel. Free. 404-727-6153.

WEDNESDAY, DEC. 7**The Gifts of Rejoicing**

11 a.m. Sanctuary, Cannon Chapel. Free. 404-727-6153.

SUNDAY, DEC. 11**University Worship**

Jessie Smith, presenting. 11 a.m. Sanctuary, Cannon Chapel. Free. 404-727-6225.

SUNDAY, DEC. 18**University Worship**

11 a.m. Sanctuary, Cannon Chapel. Free. 404-727-6225.

SPECIAL

TUESDAY, DEC. 6**EndNote Workshop**

10 a.m. 310 Woodruff Library. Free. 404-727-6863.

Google Workshop

2:30 p.m. 310 Woodruff Library. Free. 404-727-0178.

Leadership Conference

"Hedge Funds vs. Malaria." 3 p.m. Tull Auditorium, Gambrell Hall, Business School. Free. 404 727-7214.

WEDNESDAY, DEC. 7**Wireless Clinic**

3 p.m. 310 Woodruff Library. Free. 404-727-0300.

THURSDAY, DEC. 8**Research Workshop**

4 p.m. 310 Woodruff Library. Free. 404-727-2833.

WEDNESDAY, DEC. 14**Electronic Reserves Workshop**

10:30 a.m. 215 Woodruff Library. Free. 404-727-6867.

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