To commemorate World AIDS Day, Thursday, Dec. 1, the Quadrangle hosted one of the 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 presentations 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.

GUEST SPEAKER

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 HIV. 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

ALUMNIASSOCIATION

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 Sarter, 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—which now scheduled to be an annual event.

“The group is very energetic,” said Jennifer Crabb, 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 listserve boasts about 100 members, a lot considering alumni 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, ’85C, ’90G, 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 #505
• HealthCare Plan #502
• Residency Training Program Health Care Plan
• Residency Training Program Life Insurance Plan #506
• Benefits Plan #507
• Welfare Master Trust Plan #511

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Wild horses couldn’t drag them off stage

D uring their periodic “Elvis is Alive!” Jags the tableaux routinely treat us to manipulated photos 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 Jana 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 greats hold 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 bluesmen. Instead of becoming another blues-based rock ’n’ roll band like Waters and Willie Dixon, the Stones turned their attention to great bluesmen such as Waters and Willie Dixon, instead of great bluesmen such as Waters and Willie Dixon.

The Stones’ first year together and tour (1963) was a period of intense struggle for the band, as they had to find a way to make ends meet. The band was booking small clubs in London and playing for tiny audiences. They were struggling to find a way to make ends meet. The band was booking small clubs in London and playing for tiny audiences. They were struggling to find a way to make ends meet. The band was booking small clubs in London and playing for tiny 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 steady 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 music? Likewise, by staying for the long haul, how much have the Stones inspired critics to want them for granted?

The received wisdom has the Beatles, through a playful eclaticism, infusing standard rock with a newfound sophistication. But from peerless rockers to earthy bluesmen (as Waters and Willie Dixon), the Stones set the standard. They were the Stones, after all, that conjure how the King might look today—that is, had he lived.

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.

Emory Report

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-amassadorial role, not only in 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 to pursue 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.

EmoryReport

Is enough attention paid to AIDS? Yes. It’s much better than in the 1980s. The bottom line is, we have a cure, and we need to get them to those in need.

Matt Payne associate professor History

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 us. We have become too complacent.

Randy Fullerton creator of creative initiatives Emory College

No. Now that there are treatments, it’s dropped down to “another African mess,” like pov- ery 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

EmoryReport

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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 second library system, succeeded DOBIS, and Woodworth

therapy, 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 molecular biology the following year, and in 1983 received a master’s 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 I 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 begin 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. Pacing through council notes from decades past, Woodworth has found that some issues (such as 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 chair the council’s strategic planning 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 Karl 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 Emory days scratched 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 ‘Woodie,’” he continued. “All Polish people were ‘Ski,’ and all Smiths were ‘Smithie.’ It was part of the ghost story solved.”

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 to love. 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.

EMORY PROFILE KARL (WOODY) WOODWORTH

“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 major construction. “We averaged about 200 visi- tors 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 also 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 procedures and
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. “People 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 ethnicity and gender.

Student Undergraduate
• Compiled 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
• Implementing honorary degrees process and planning to meet with Magee on the subject; and
• Monitoring current open position searches, including deans of the college; director, 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.
—Christy Gray

GALA from page 1
more easily identified.” “We do a lot of peer-to-peer work both AEA and with GALA members to bring more alums in.”

Informing constituents about GALA requires creative communication. Some GALA members connect through Facebook, 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 connect (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.

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 the feel of 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 on 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 their Choral 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 candlelight 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 “Oxford Carol,” “O Little Town of Bethlehem” and the new work “Lux Aurumque” by American composer Eric Whitacre. University Organist Timothy Albrecht will present “Bringing a Torch, Jeannette 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 the Carols 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 the secular and the Celtic world meets Appalachia at the 13th annual Atlanta Celtic Christmas Concert, Dec. 17 at 4 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 reverend 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, Walshy Kelly Stewart, the four-part harmony of Nonesuch, Highland pipers and dancers, Irish step dancers and Appalachian clog dancers.

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.
AIDS AWARENESS

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 any one 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 my mind to the idea that maybe this thing could touch us all, 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 health of both men and women and one of the most common avenues in the spread of HIV.

“There are a 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 didn’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.”

“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.”

TRAVEL PROGRAM

Internet-based and agent-assist ed 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 traveler, nor for 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 Mandi, 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 with a better negotiating lever.”

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.

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 any one 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.”

“The unit will be asked to think about their priorities and how they should be invest ed,” she said. “And every plan will be 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 cam paign 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 viola tions 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.

—Channii Kim

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

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 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 invest ed,” Lewis said. “And every plan will be reviewed and assessed annually. We want to be accountable to ourselves, to the board and to the overall community.”

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 $20 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-service plans (POS).

Emory’s own medical plan costs have risen about 11 per cent 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 controlla ble. 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—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 empowers employ ees to search for cheaper generic drugs—two of the biggest costs in health care.

By many 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 plan 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.

“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.”

Selected for Impact: Emory’s Executive MBA Program

Their curriculum is designed to combine the latest research with real-world experience. The program’s business-oriented approach is reinforced by the School of Public Health’s strong focus on the health industry. For more information, visit emoryexecutivemba.com.
According to Pentz, the Consensus Panel on Research with the recently dead, as well as the panel believes, that “fresh” tissue is critical in research programs, Pentz said. “We want the guidelines to give research centers a confidence in proposing studies 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 deceased humans 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 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.”

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 the 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 participated.

The panel’s recommendations include specifics on:
- Ensuring scientific and ethical review and oversight;
- Involving the community of possible subjects in review and oversight;
- Coordinating research with ongoing and institutional review boards;
- 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 surrogates);
- 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 case management and services. “The overall goal of this project is to combine intensive case management 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 is an effort to provide competent, timely and appropriate mental health services to people who face multiple significant legal, housing, 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.

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 management and monitoring.

“The individuals receiving care through ECSEL are some of the leading users of expensive tertiary care such as psychiatric emergency services, hospitals and jails,” Kotwicki said. “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.”

By Alcind Sandra Lurr

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

Panel sets research guidelines for ‘recently dead’

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—Raymond Kotwicki, assistant professor of psychiatry and behavioral sciences

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.
FOR EMORY UNIVERSITY RETIREMENT PLAN
This is a summary of the annual report of 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).

Basic Financial Statement
The value of plan assets, after subtracting liabilities of the plan, was $6,413,529 as of December 31, 2004, compared with $5,873,443 as of December 31, 2003. The value increased by $540,086, or 9.2 percent, during the year. The increase includes unrealized appreciation and depreciation in the value of plan assets, that is, the difference between the value of the 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 year, the plan had total income of $41,073,219 as of January 1, 2004, including employee contributions of $22,172,399, total contributions of $7,472,399, and earnings from investments of $4,539,544. The value of the plan increased by $41,073,219 during the year.

The charge to cover copying costs was $.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, those two statements and accompanying notes will be included as part of the report.

You have the right to receive a copy of the full annual report, or any part thereof, wrote EMORY UNIVERSITY DIVISION OF HUMAN RESOURCES, 1762 CLIFTON ROAD, ATLANTA, GA 30322, (404) 727-7623. The charge to cover copying costs will be $5.00 for the full annual report, or 10 cents per page for any part thereof.

Your Rights To Additional Information
You have the right to receive a copy of the full annual report, or any part thereof, wrote 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 request a copy of the full annual report, or any part thereof, wrote 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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**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 II.” 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 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. Rehearsal Hall, Schwartz Center. Free, family-level members; $4, general admission. 404-727-5050.

**MONDAY, DEC. 12**
**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 Exhibition Opening**

**THROUGH JAN. 7**
**Special Collections Exhibit**

**SATURDAY, DEC. 10**
**Visual Arts Gallery Exhibit**

**LECTURES**

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

**TUESDAY, DEC. 6**
**Physiology Lecture**
“Cellular Mechanisms of Synchrony 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 People: Japanese Brazilian Ethnicity and Armed Struggle, 1964-80.” Jeffrey Lesser, history, presenting. 11:30 a.m. 323 Bowden Hall. Free. 404-727-8396.

**Biological Lecture**
“Circadian Control of a Sensory System: Clock Modulation of ‘Dark Current’ Ion Channels in Vertebrate Photoreceptors.” Stuart Dryer, University of Houston, presenting. 4 p.m. 2052 Rollins Research Center. Free. 404-727-4211.

**MARRIAL 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.

**TUESDAY, DEC. 12**
**Pharmacology Lecture**
“NEAT Signaling and the Invention of Vertebates.” Gerald Crabtree, Stanford University, presenting. 3:30 p.m. Whitehead Auditorium. Free. 404-727-3982.

**THURSDAY, DEC. 12**
**Biological Lecture**
“Transferrins: Czechs 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.

**RESEARCH SEMINARS**

**FRIDAY, DEC. 9**
**PBEE Seminar**

**MONDAY, DEC. 12**
**Scientific Medical Lecture**

**SPECIAL**

**TUESDAY, DEC. 6**
**Endocrine Workshop**
10 a.m. 310 Woodward Library. Free. 404-727-6863.

**TUESDAY, DEC. 7**
**Google Workshop**
2:30 p.m. 114 Woodruff Library. Free. 404-727-0178.

**WEDNESDAY, DEC. 8**
**Medical Education Workshop**
3 p.m. 310 Woodward Library. Free. 404-727-0300.

**THURSDAY, DEC. 8**
**Research Workshop**
4 p.m. 310 Woodward Library. Free. 404-727-2833.

**WEDNESDAY, DEC. 14**
**Electronic Reserves Workshop**
10:30 a.m. 215 Woodruff Library. Free. 404-727-6687.

**RELIGION**

**MONDAYS**

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

**TUESDAY, DEC. 6**
**Taize 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**
Jesse 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.

****Please recycle this newspaper.

For sports information, visit www.go.emory.edu.

To submit an entry for the Emory Report calendar, enter your event on the University’s web events calendar; Events@Emory, which is located at http://events.cc.emory.edu (also accessible via the Calendar link on the Emory homepage), at least three weeks prior to the publication date. Dates, times and locations may change without advance notice. Due to space limitations, Emory Report may not be able to include all events submitted.