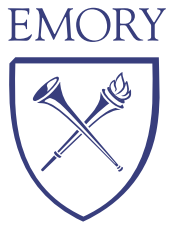


EmoryReport



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www.emory.edu/EMORY_REPORT



Human Resources' Tom Fitch flashed a variety of numbers on the screen Oct. 6 in order to "de-mystify hiring practices at Emory." Around 100 staff members attended the brown-bag lunch panel in Winship Ballroom where they heard from administrators like President Jim Wagner and Provost Earl Lewis, as well as representatives from HR, the General Counsel's Office and Equal Opportunity Programs, all of whom discussed various aspects of how and why people get jobs across the Emory enterprise. Within that discussion were informative hints about how to grow an Emory career once it starts.

HUMAN RESOURCES

Panel discusses hiring, promotion practices

BY ERIC RANGUS

The title of the Oct. 6 panel discussion was "De-Mystifying Hiring Practices at Emory," but for the some 100 staff in attendance in Winship Ballroom, perhaps the best definition of the event was "De-Mystifying Promotion Practices at Emory," as the speakers not only discussed how people get jobs at Emory but also gave tips on how staff can advance once they are on the payroll.

"Meet as many people as possible," said Tom Fitch, director of employment with Human Resources (HR). While the head table included administrators such as President Jim Wagner and Provost Earl Lewis, it was Fitch who was the afternoon's most prominent speaker. "Attend cross-departmental activities," he continued. "That's one of the most important things for advancing your career here."

Another of the seven

panelists, Bob Ethridge, vice president for Equal Opportunity Programs, expanded on Fitch's answer, saying that networking also should include attending professional conferences or other skill-based forums. "Sharpening your skills makes you more marketable," he said.

Prior to that discussion, Fitch and HR Senior Director Theresa Milazzo presented a variety of statistics that spoke directly to the panel's title. According to their figures, in the last fiscal year, Emory received more than 150,000 job applications (many people applied for more than one job), and nearly 75 percent of those hired came from open recruitment (which encompasses applicants from outside and inside Emory). Over the last three fiscal years, the average number of days required to fill an open position ranged between 63 and 70; new hires are predominantly female

See **PANEL** on page 5

WOODRUFF LIBRARY

Hughes archive in spotlight at conference

BY MICHAEL TERRAZAS

Scholars from eight countries around the globe converged on campus, Oct. 5-7, as Emory hosted the fifth international conference on poet Ted Hughes, titled "Fixed Stars Govern a Life."

Though the two-plus days of lectures, panel discussions and other events featured some 30 presenters, the conference's real star was the Hughes archive, stored in the Manuscripts, Archives & Rare Books Library (MARBL) on the Woodruff Library's 10th floor. In between conference sessions, all of which were held in the library's Jones Room, researchers scurried up the elevators to get a look at primary source material from Hughes himself, transferred to Emory before he died in 1998.

Melissa Maday, conference coordinator and a graduate student in English, said about 70 people registered for the conference, more than two-thirds of them from off campus. About half of those people had been to Emory before, she said, but for the rest, the Hughes archive was a new experience.

"We've updated it recently, adding letters from Ted to Frieda Hughes, his daughter with Sylvia Plath," Maday said. "Some of the attendees wouldn't take a lunch because they wanted to squeeze in every possible minute

with the archives.

"It was gratifying to hear how many times the archives were mentioned by the presenters; it's clear it is already reshaping the scholarship on Hughes," said MARBL Director Steve Ennis, who organized the conference along with Ron Schuchard, Goodrich C. White Professor of English, and Professor Joanny Moulin from the Université de Provence in Aix-Marseille, France.

"It's often surprising to me to see what people make of the archive," Ennis continued. "For example, personally, I've never viewed Hughes' laureate poems—those written in his capacity as British poet laureate—as being among his strongest works, but one of the strongest papers delivered at the conference was about those poems."

Ennis said he was similarly surprised by a paper on Hughes' criticism of Shakespeare, researched with drafts contained in the Hughes archive. Some of the attendees arrived on campus days early to spend more time with the archive, and others stayed afterward—as long as a week, Ennis said.

But when they arrived, greeting the attendees was keynote speaker Craig Raine, poet, founder and editor of the literary magazine *Arête*. Raine, a personal friend of Hughes and his one-time editor at publisher



Ted Hughes' former poetry editor Craig Raine delivered the keynote address at an Oct. 5-7 international conference on Hughes, titled "Fixed Stars Govern a Life" and held in Woodruff Library.

Faber & Faber, entertained a capacity crowd in the Jones Room on Wednesday, Oct. 5, by sharing a few bawdy tales about Britain's late poet laureate, including the time Raine accompanied Hughes to Buckingham Palace to accept the Queen's Medal. Accounts differed on the exact occurrences of the day, Raine said, but at least one involved Hughes and the Queen of England—after a sherry or two for both—searching on their hands and knees for the medal, which the queen had dropped under a grand piano.

But Raine, whose lecture was titled "Double Exposure," also turned serious to offer his

critic's eye on Hughes as a poet, as a man and as a friend. "He was incapable of writing a dull letter," said Raine, who said he looked forward one day to seeing Hughes' collected letters in print. "[Reading that] will be like immersing yourself in a fully operational ecosystem."

Raine's lecture title was a take on Hughes' ability to meld oppositional emotions or concepts, like humor and death. "The double exposure of the comic and seriously horrible is real," Raine said. "Ted was always interested in the shared order between the ordinary and the extraordinary, between the physical and the metaphysical."

CAMPUS NEWS

Trust Line offers safe way to report fraud

BY MICHAEL TERRAZAS

In its continued efforts to promote the highest degree of financial transparency and voluntarily adopt governance practices mandated for public companies, the University has expanded the Emory Trust Line—implemented by Emory Healthcare (EHC) in 1999—to cover the entire enterprise.

The Trust Line (1-888-550-8850) offers a safe, easy and anonymous way for members of the Emory community to report suspected fraud or financial misconduct without fear of reprisal from their supervisors or administration. It is staffed 24 hours, seven-days-a-week by an outside company that gathers appropriate information from callers and then forwards that information to Emory audit and compliance officers, who may then pursue an investigation.

Such a "whistleblower" line is part of Emory's voluntary adoption of ethical and financial management practices mandated for for-profit entities by the Sarbanes-Oxley Act of 2002. Nonprofit operations like Emory are not covered under Sarbanes-Oxley, but most of Emory's peer institutions have voluntarily adopted much of the legislation.

See **TRUST LINE** on page 4

AROUNDCAMPUS

Family Weekend offers three days of fun

Family Weekend 2005 is scheduled for Friday, Oct. 21, through Sunday, Oct. 23, and it features a bevy of activities across the Emory campus, including guest speakers, tours, sports, and entertainment activities open to the entire University community.

Featured events include a family picnic in Lullwater Park (Oct. 22, 12:30–2:30 p.m.); a welcome breakfast in Cox Hall with President Jim Wagner (Oct. 22, 9–10 a.m., \$10 per person, children 11 and under are free), and open houses at various locations around campus (including Woodruff Library, the Carlos Museum, residence halls and the schools).

Speakers include faculty member Deborah Lipstadt (Oct. 21, 2:45–3:50 p.m., Harland Cinema), discussing her new book, *History on Trial*; Gary Hauk delivering a history of Emory (Oct. 22, 10:30–11:20 a.m., Faculty Dining Room); and Earl Lewis discussing the strategic plan (Oct. 22, 11:30 a.m.–12:20 p.m., Faculty Dining Room).

Entertainment events include a weekend volleyball tournament in the P.E. Center, a performance by the Emory Concert Choir in the Schwartz Center and an open mic night in Harland Cinema (both 8–10 p.m., Oct. 21), as well as a trivia night sponsored by Campus Life's Fridays@10 program (Oct. 21, 10–11 p.m., The Depot).

A family brunch in the Miller-Ward House (Oct. 23, 10–11:30 a.m.; \$10 per person, children 11 and under are free) will wrap up the weekend's activities.

Family Weekend 2005 is sponsored by the Emory Parent Giving Program and the Division of Campus Life. A full schedule of events is at www.alumni.emory.edu/parentprogram/family-events.htm. Unless otherwise noted, all events are free.

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FIRSTPERSON DABNEY EVANS

Our common heritage



Jon Rou

Dabney Evans is executive director of the Institute of Human Rights and a lecturer in the Rollins School of Public Health.

On Wednesday of this week, Emory will witness its third Classroom on the Quad. In what is now an annual event, faculty from across the University will gather with students on our physical common ground, the Quadrangle, to seek philosophical common ground on some of the most contentious issues of our time.

Begun in 2003 as a response to the polarization of student groups over the impending war in Iraq, Classroom on the Quad encourages the expression of a wide range of perspectives, academic freedom and respect for personal differences. I hope this year's theme of human rights will highlight more commonalities than differences; after all, few among us would openly stand against human rights. But the devil is in the details. When we begin discussing whose rights, which rights, and how we perceive or claim those rights, differences of opinion emerge.

Whenever I begin teaching on this topic, one of my first questions is always: *What are human rights?* Students shout out answers like "freedom of speech," and "life, liberty and the pursuit of happiness." As Americans, we are extremely aware of our rights. We pound our chests and claim our rights when they are being violated. But sometimes we fail to recognize the sources of these rights.

At times, our rights come from domestic sources of law such as the Declaration of Independence, the Constitution or other federal law. Other times our rights may be grounded in international human rights law. On topics such as civil and political rights, international law and domestic law often are in harmony, but other types of rights (economic, social, cultural) are not emphasized in the same ways in the United States for historical reasons, such as the Cold War.

Modern concepts of human rights began with the emergence of nation states, the establishment of state sovereignty and John Locke's characterization of natural rights. Locke proposed that the rights to life, liberty and estate or property were God-given.

However, Locke's rights were limited to male, Christian land owners. The concept of rights further evolved with the Declaration of Independence,

the French Declaration of the Rights of Man, and the U.S. Bill of Rights, which were mostly composed of civil and political rights. The early 20th century saw the creation of the Mexican and Soviet constitutions, which introduced social and economic rights into state structures.

Looking at this brief history, we can see that the concept of rights is an evolving one. Loosely defined, our contemporary understanding of human rights is that they are a set of beliefs about the societal basis of human well-being that describes the relationships between individuals and society, and what people need to maintain their human dignity.

At the international level, the legal framework for human rights is based in the United Nations (U.N.) system. In fact, the preamble to the U.N. charter makes reference to the "dignity" and the "equal and unalienable rights of all members of the human family" as the foundation of freedom, justice and peace in the world. The charter goes on to identify the promotion and respect of human rights as being one of the purposes of the international body.

The U.N. was founded on the heels of one of the most horrible atrocities known to mankind, the Holocaust, by a world community catalyzed (even traumatized) to action. On Dec. 10, 1948, the U.N. General Assembly unanimously adopted the Universal Declaration of Human Rights. Drafted by a committee chaired by Eleanor Roosevelt, the declaration outlined the basic human rights and fundamental freedoms belonging to all human beings. Two additional treaties, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights, further detail and legally bind state parties to respect, protect and fulfill these rights.

Oct. 24 will mark the U.N.'s 60th anniversary, and in the time since its founding, great strides have been made in regard to human rights. The international community has ratified treaties outlawing genocide, torture, racial discrimination, discrimination against women, and calling for the protection of refugees and the rights of children.

Yet we know that genocide is occurring in Sudan, and that abuse of prisoners has occurred in Abu Ghraib prison and at Guantanamo Bay. We know human rights abuses do not just occur "out there," as witnessed by the stories of African Americans who allegedly were prevented on the basis of their skin color from crossing a bridge in Gretna, La., in the wake of Hurricane Katrina.

The fact that these atrocities and many others still take place highlights several weaknesses in the existing human rights regime. In terms of their language, human rights treaties are framed as both ideals

and benchmarks. Because some rights are resource dependent, it may not be possible for states to fulfill all rights immediately. This principle, known as progressive realization, allows for the gradual improvement of human rights over time, but on the negative side, it can allow states to fail to prioritize certain rights or certain types of rights. We may also see retrogressive measures that may chip away at established rights, such as the invasions of privacy and abuses of civil liberties resulting from the USA PATRIOT Act and guidelines justifying maltreatment of detainees authored by now-Attorney General Alberto Gonzales.

In times of crisis, we often see politicians contracting rights and civil liberties in the name of security, when instead we should be calling for their expansion. Just as we have seen natural rights belonging to Christian, property-owning men expand to the universal, interdependent and unalienable concept of rights we have now, so too must we work toward an ever-expanding concept of rights on the basis of the weaknesses in our existing understanding.

This evolution of human rights is not at odds with the values we hear often in politicians' speeches. They widely cite "freedom," along with principles of equality, non-discrimination, representation, participation and dignity as some of the core values of culture and society.

But we must also challenge the existing system to respect the rights of others outside our Western value structure. We must promote the expansion of the different types of rights we value to include economic, social and cultural rights. And we must call upon civil actors, such as multinational corporations, to be held accountable to standards of human rights.

It is my hope that, as we meet on the Quad later this week, we can begin to discuss the ways in which human rights may be expanded as a tool for negotiating our differences. Classroom on the Quad will serve as an opportunity for us to fulfill the vision outlined by U.N. High Commissioner for Human Rights Louise Arbour, who said: "Human rights are our common heritage, and their realization depends on the contributions that each and every one of us is willing to make, individually and collectively, now and in the future."

EMORYVOICES

Is Harriet Miers qualified to serve on the U.S. Supreme Court?



No. She has no judicial experience and even the Republicans are against her.

Matthew Mishan
graduate student
Goizueta Business School



There is precedent for non-judges to serve, and I'll be interested to see how she performs during her confirmation hearings. Her qualifications will reveal themselves if the senators do their job.

Leslie Real
professor
Biology



No. While she seems to be an accomplished person, she doesn't have the necessary background in constitutional law or other relevant experience.

Lucie André
director of development
Carlos Museum



There are more qualified people who can serve better. She lacks history and background.

Terrance Tolbert
contract employee
Office Services



Yes. She's been with President [George W.] Bush a long time, and we should trust that he won't appoint someone who's incompetent.

Rosalyn Bozeman
nursing services
Crawford Long Hospital

EMORYPROFILE IAN MCFARLAND

natural selection

by
eric
rangus



Kay Hinton

Associate Professor of Systemic Theology Ian McFarland came to Emory at the start of this academic year, and he has wasted no time getting involved on campus. For instance, he will deliver the opening sermon for the Candler School of Theology's 18th annual Reformation Day celebration. Another significant contribution is a course he teaches called "Natural Science and the Doctrine of Creation." It explores ways theology students can address the often contentious debate between science and religion.

Before joining the Candler School of Theology faculty this fall, Associate Professor Ian McFarland spent the last seven years teaching at the University of Aberdeen in Scotland. With a surname like "McFarland," that is perhaps not a surprise.

What is surprising is the brogue in McFarland's voice. There isn't one. He hails from

though not exclusively, fundamentalist Christians) is one of this country's most divisive. McFarland said that tension does not play a significant role in class because Candler has few fundamentalist Christians. However, theology students will have to address the debate in their parishes, and exploring methods of how to do that is one of the prime focuses of the course.

"Beyond general notions of how theological language relates to scientific language, we look at specific issues in science and religion to see the theological options people have presented as means for accounting how Christians can most responsibly talk about science," he said.

McFarland readily admits he

explore those visions more, and he eventually earned a master's of divinity degree at the Union Theological Seminary (N.Y.), a master's of theology degree at the Lutheran School of Theology at Chicago, and a doctorate at Yale.

McFarland's Yale dissertation became his first book, and he is now ready to release his third, *Divine Image: Envisioning the Invisible God* (Fortress, 2005), which explores how Christians' visions of themselves affect the way they conceive of God and their fellow human beings.

"Often what happens is that whoever is writing about theology takes images characteristic of himself and equates that with the image of God," he said. "The writer therefore becomes archetypically human, and people who don't exhibit his or her characteristics tend to be graded as less human."

This rather limiting view

of humanity is something McFarland finds troubling. Rather than theology serving as a means to expand one's view of the human, it restricts it. Ending that restriction is McFarland's goal.

"I suggest in the book that the image of God is not internal to us," he said. "Rather the image of God is something God reveals to us over time. We shouldn't be secure in knowing what it means to be human, and I argue that a proper understanding of what it means to be made in God's image causes us to ask questions and expand our understanding."

"Humanity is not some essence that can be defined and used as a means of creating hierarchies of people who are more—or less—"human," McFarland continued.

"Humanity, or personhood, is a gift that comes to us with content that is open ended."

"Beyond general notions of how theological language relates to scientific language, we look at special issues of science and religion to see the theological options people have presented as means for accounting how Christians can most responsibly talk about science."

Connecticut, earned his four degrees at a quartet of institutions in this country and, while he enjoyed his time in the United Kingdom, looked forward to returning home for a domestic faculty position.

"My aggressively Scottish name was a source of much amusement to my Scottish students," said McFarland of his first faculty position. "They were expecting an accent, which didn't materialize the first day of class. Teaching in Aberdeen, though, was a nice way to start my career and experiment in a different setting."

Though he has been at Emory for just a few months, McFarland has wasted little time adapting to his new academic home. He will lead the chapel service that begins Candler's 18th annual Reformation Day celebration on Oct. 19 (see box at right for the full schedule).

And McFarland currently teaches two courses. One is an introductory class on systematic theology. The other is based in part on material he team-taught for a class in Aberdeen called "Science and Religion." At Candler, the course has been rechristened with the provocative title, "Natural Science and the Doctrine of Creation."

The debate between supporters of the theory of evolution (who include the vast majority of scientists and educators) and its creationist critics (primarily,

"I spend the first third of the course asking students to explore exactly how they think their theological language ties in with everyday language," McFarland said. "One of the reasons you get this kind of conflict is an assumption that religious language functions in exactly the same way as natural scientific language. But this notion has been contested in the history of the church. For example, Thomas Aquinas didn't think so."

"Contemporary fundamentalists would say the two have exactly the same logical force and, therefore, if there is any divergence, one of them is wrong," he continued. "On the other end, some say the two function on completely different logical planes and divergence in their formulations has no real significance. Then there are people in between who have various mediating positions."

The language discussion is a major one, but the course addresses other often-controversial aspects of the science and religion debate. They include a review of Christian doctrine about origins, a look at the Big Bang Theory and various Christian responses to it, the doctrine of divine providence (the belief that God directs history to a predetermined end), and the diversity of life. It is during discussions of this last topic when Darwinian theory is most seriously studied.

is not an expert in the hard sciences. His primary research interest is theological anthropology, meaning that his work is related to how Christians talk about what it means to be human. He is interested in the differences in how social scientists and theologians appropriate anthropological data.

Unlike their social scientist cousins, theologians, McFarland said, are interested in making normative judgments. ("Something Christians should or shouldn't say," McFarland noted.) Anthropologists who study religion abstain from such determinations.

McFarland did not begin studying theology until he finished his undergraduate studies at Trinity College in Hartford, Conn. He has been interested in Darwinian theory longer than the study of Christianity, which helps explain his leanings toward that area. A classics major as an undergraduate, McFarland was reading a lot of philosophy (much of it related to civil disobedience), including writers such as Gandhi, Tolstoy and Martin Luther King Jr., when he discovered the writings of 20th century German theologian Dietrich Bonhoeffer, who was a major opponent of Nazism in the 1930s (and a victim of Adolf Hitler's regime, which executed him in 1945).

McFarland's reading exposed him to new visions of theology that did not match his past church experiences. He sought to

2005 Reformation Day Schedule

The theme of the Candler School of Theology's 18th annual Reformation Day celebration, Wednesday, Oct. 19, is "The Meaning of the Reformation," and it offers an array of activities, including lectures and music, culminating in an evening concert that will feature the 14-ton, 3,605-pipe Jaekel organ in the Schwartz Center.

All events are free and open to the Emory community as well as the public.

11 a.m.–noon: Chapel service, Ian McFarland, theology, preaching. Sanctuary, Cannon Chapel.

Noon–12:45 p.m.: Lecture, "Reformation and Media: Gutenberg to Google," Beth Lewis, president, Augsburg Fortress Press, speaking. Box lunch included with reservation; RSVP at 404-727-6352. 311 Bishops Hall.

1:15–2:15 p.m.: Organ lecture recital, Timothy Albrecht, performing. Sanctuary, Cannon Chapel.

2:15–3 p.m.: Reception and book signing, Scott Hendrix, James Hastings Nichols Professor of Reformation History and Doctrine, Princeton Theological Seminary, will sign copies of his book, *Recultivating the Vineyard: Agendas of Christianization*. Formal Lounge, Cannon Chapel

3–4:30 p.m.: Lecture, "The Reformation We Have Lost," Scott Hendrix, speaking. Sanctuary, Cannon Chapel.

8–9 p.m.: Kessler Reformation Concert. Performance by Timothy Albrecht, organ, and Emory University Concert Choir, Eric Nelson, conducting. Emerson Concert Hall, Schwartz Center.

FOCUS: INTERNATIONAL AFFAIRS

Former British MP visits as Halle Distinguished Fellow

Oona King, two-term British member of parliament for Labour from 1997–2005, will visit Emory as Distinguished Fellow of the Halle Institute for Global Learning, Oct. 26–Nov. 1. On Oct. 27, King will participate in a “Public Conversation on Key Issues for Britain and Europe,” including the topics of London after the July 7 bombings, the British European Union Presidency, a Marshall Plan for Africa, and reforming the United Nations, World Trade Organization and World Bank.

King and her inner London constituency of Benthall Green and Bow, where Bangladeshi Muslim residents account for more than half the electorate, were the subject of much attention in the press during the 2005 British general election campaign, when King lost her 10,000-vote majority due to the Iraq War issue. The election result was described as one of the biggest backlashes against the Blair government’s decision to enter the war.

King currently is associate fellow of international affairs at Chatham House, one of the world’s leading organizations for the analysis of international issues. She recently reported on the New Orleans flood for the British newspaper *The Guardian* and writes on the topic of political engagement for The Institute for Public Policy Research, a London think tank.

“I have been looking at the current failings of Western democracies,” King said, “exploring why citizens don’t vote, what happens when a significant number are marginalized or excluded from the democratic process, and how we can renew democracy in the face of other challenges, ranging from international terrorism to global warming.”

King also chairs the Rich Mix Cultural Foundation and Tower Hamlets Advocacy Network and Community Support, which aims to strengthen democracy at a grass-roots level.

Born both Jewish and African-American, with a special link to the Atlanta area as the daughter of Emory and Morehouse Professor Preston King, Oona King’s multicultural heritage, her wide range of international experience as a member of parliament (MP), and her current work on political engagement provide the basis for her talking points at Emory.

During her time as MP, King campaigned on issues such as human rights, housing, electoral reform, fair trade, comprehensive education, social cohesion, gender and race issues, and modernization of the House of Commons.

She served on the select committees for international development and urban affairs before becoming the parliamentary private secretary (PPS) to the minister for e-commerce, and afterwards PPS to Secretary of State Patricia Hewitt at the Department of Trade and Industry. King’s other roles included vice-chair of the London Group of Labour MPs and treasurer of the All-Party Friends of Islam Group.

King is founding chair of the All-Party Parliamentary Group on Genocide Prevention. Before becoming an MP at the age of 29, she worked as a trade union organizer representing low-paid workers in the public sector, and as a researcher for the European Parliament.

King’s schedule is still in development. For the time and location of her public lecture, or to receive an invitation to a private luncheon with King on Oct. 27, call The Halle Institute at 404-727-7504, or visit www.oia.emory.edu/halle.

Lailee Mendelson is manager of public relations for the Office of International Affairs.



Jon Rou

Tour de Hope rides through Emory

A team of 26 cyclists, including cancer survivors, caregivers, nurses and physicians, raced down Clifton Road on Oct. 5 as part of Lance Armstrong’s Tour of Hope. The tour was a nine-day, 3,300-mile cycling relay from San Diego to Washington, meant to inspire and inform the public about the importance of cancer research. The team began its day at Centennial Park in downtown Atlanta, then cycled toward the Clifton Corridor, racing past the CDC, the American Cancer Society, Children’s Healthcare of Atlanta and finally Emory.

CAMPUS NEWS

Class on Quad, State of Univ. coming up, Oct. 17 & 25

BY KATHERINE BAUST LUKENS

This year’s Classroom on the Quad—scheduled for Wednesday, Oct. 19, at 1 p.m. on the Quadrangle—will focus on human rights, and the event’s third iteration is expected to draw a large turnout with expanded offerings. Sponsored by the Student Government Association, last year’s Classroom on the Quad drew as many as 2,000 attendees.

The theme of human rights was chosen “because it transcends all boundaries within every division of the University,” according to Christine Reeves, SGA executive vice president and event organizer. “The event is for people to learn, to discuss, to inspire and to realize that apathy toward human rights is futile.”

The keynote speaker will be Gerald LeMelle, deputy executive director of Amnesty International. LeMelle’s speech is titled “Prisoners of Conscience.” Following LeMelle, faculty and other members of the Emory Community will focus on a variety of subject in relation to human rights, including economics and politics, the environment, health and civil liberties, and justice.

Following is a list of speakers and their topics:

- **Eric Reinhardt**, political science, “Globalization and

Human Rights: A Political Economy Perspective”

- **Gordon Streeb**, economics, “Is There A Right to Development?”

- **Jack Zupko**, philosophy, “Sustainability & Environmental Justice is a Human Right”

- **Patrick Allitt**, history, “Sustainability & Environmental Justice is *not* a Human Right”

- **Dabney Evans**, Institute of Human Rights, “Health as a Universal Human Right”

- **Stanley Foster**, CDC & Rollins School of Public Health, “10 Million Child Deaths per Year; Why? 6 Million Child Deaths Preventable; Why Not?”

- **Abdullahi An-Na’im**, law, “Civil Rights and Human Rights for Local and Global Justice”

- **Karin Ryan**, Carter Center: Human Rights Peace Program, “Bridging Civil Liberties and Justice with Human Rights”

The event also will feature a debate between the Young Democrats and College Republicans. In addition to the speakers, there will be a poetry reading by religion’s Bobbi Patterson and psychology’s Marshall Duke, followed by music, singing and performance art. About 30 different religious, cultural and international organizations will set up booths around the Quad to share information and get people involved.

State of the University

Six days later, President Jim Wagner will deliver the annual State of the University Address, Oct. 25 at 4:15 p.m. in Cox Hall, followed by a reception.

Wagner said the time of the annual address was changed from last year, when it was held in the evening, to see if the community finds the late-afternoon slot a more convenient one. Depending on the turnout, the event may see a permanent schedule change next year.

The president added that, while it will be important to reflect on accomplishments and progress made over the last year, “it will be even more important to consider the challenges and opportunities facing us as we move toward the execution of our strategic plan and our financial campaign plan.”

“I hope to spend time during the address to remind all of us that the success of our strategies and campaign is not ultimately measured by meeting the milestones that we have identified as our goals and objectives,” Wagner said, “but rather by the degree to which Emory provides leadership as that destination university that values excellence in teaching, research, scholarship, health care and social action.”

TRUST LINE from page 1

The Trust Line is the latest in a series of efforts designed to voluntarily comply with the law.

“Most of the recommendations in Sarbanes-Oxley are geared simply toward sound, ethical business practices, regardless of whether an organization is a Fortune 500 company trading on Wall Street or a top-tier research university—good governance principles should be fundamental elements of any operation,” said Mike Mandl, executive vice president for finance and administration. “The Trust Line is another example of a business practice that makes sense for us. It is important that those who invest in us (e.g., the government, donors, parents) have confidence in our leadership and governance principles and practices.”

It could also save Emory a lot of headaches. Lest anyone think financial fraud or unethical behavior is limited to the corporate world, *The Wall Street Journal* recently reported on a series of cases of misconduct involving major research universities and federal grants, all settled out of court for millions of dollars.

“Oh, it has happened,” said Anne Adams, EHC chief

compliance officer, speaking of investigations prompted by calls to the Trust Line. Adams has monitored the EHC Trust Line since it was established six years ago, and she now performs a “triage” function for the broader University line, sending Trust Line calls to the appropriate office. She will work with Emory Chief Audit Officer Bill Mulcahy in managing the expanded line.

Not all calls of perceived injustices or misconduct are appropriate for the Trust Line. For example, any human resource-related issues—such as alleged discrimination or violation of equal opportunity policies—should still be directed toward departmental Human Resources representatives or the Office of Equal Opportunity Programs.

In fiscal year 2005, the EHC Trust Line received a total of 87 calls—71 were from people simply checking to make sure the line existed, seven concerned HR-related matters such as those described above, and four more were categorized as “other” non-appropriate calls. But that still left five calls that were pursued.

“A tipster may fall into the category of disgruntled employee from time to time, but many times they’re right about the facts they’re giving the anonymous tip about,”

Mulcahy said. “It becomes a management challenge to get to the bottom of those facts.”

Mulcahy said ultimately the Trust Line is a governance tool for Emory’s leadership and the Board of Trustees; the board and its committees wanted a way for employees to report issues internally to be investigated and resolved. Summaries of calls and resolutions are reported to those board committees. If an anonymous tip alleges misconduct by audit or compliance officers, or by senior administrators, the call goes straight to the board to ensure a full and unbiased investigation.

Of course, not all tipsters insist on confidentiality. Adams said most investigations from her office are prompted by people who call her office directly, and that is certainly still an option for both EHC and University employees. To reach the EHC compliance office, call 404-778-2757. To reach the University Division of Internal Audit, call 404-727-6146. In the coming months, there will be sessions planned to educate the community on the Trust Line and the types of matters that should be reported. Anyone interested in attending a training session should contact the internal audit office.

LAW SCHOOL

Carter, Marty team up again to champion children's rights

BY APRIL BOGLE & ELAINE JUSTICE

Former U.S. President Jimmy Carter and renowned church historian Martin Marty will take the stage again, presenting keynote addresses at the public conference "What's Wrong With Rights for Children?" Oct. 20–21 at the School of Law.

"This event will probe why the United States has chosen not to ratify the United Nations' 1989 Convention on the Rights of the Child (CRC)—the only country other than Somalia not to sign this document," said John Witte, director of the Center for the Study of Law and Religion (CSLR), which is hosting the event.

Carter and Marty return to the stage together as a follow-up to a 2003 CSLR event, titled "What Happens to Children in Peril?" where Carter posed a challenge to the audience. At the forum, which featured a conversation between Carter and Marty, Carter chastised the United States for not signing the CRC, then challenged the audience to address why it has not.

"The CRC was drafted with heavy influence of the United States during the administrations of presidents Ronald Reagan and George H.W. Bush, and it strongly reflects American concerns and interests," said conference co-convenor Jeremy Gunn, director for the Program on Freedom of Religion and Belief at the American Civil Liberties Union and senior fellow in the CSLR. "For almost all countries in the world, the CRC has been relatively uncontroversial. But despite the heavy U.S. influence in the document, ratification of it by the United States immediately became caught up in domestic 'culture wars,' and it was never submitted to the U.S. Senate for ratification.



Former President Jimmy Carter and Martin Marty appeared together for an onstage chat at a 2003 event focused on children in peril. The two will join forces again at an Oct. 20–21 conference.

"Fierce opponents of the CRC asserted that it is an attack on the family and have warned of dramatic consequences if it were to be ratified," Gunn continued. "For many outside the United States, the failure to ratify the CRC is one of the quintessential examples of American hypocrisy and unilateralism."

In addition to presentations and discussions by leading CRC scholars and authorities, conference speakers are charged with developing a recommendation on whether the United States should ratify the CRC in its current form or with revision. Among the speakers are:

- **Philip Alston**, New York University School of Law
- **Don Browning**, University of Chicago Divinity School
- **Cynthia Price Cohen**, ChildRights International Research Institute
- **Howard Davidson**, American Bar Association Center on Children and the Law
- **Jaap Doek**, Chair, United Nations Committee on the Rights of the Child
- **Martha Albertson Fineman**, Emory law school
- **Martin Guggenheim**,

New York University School of Law

- **Kimberly Jenkins**, Emory law school
- **Landon Pearson**, The Senate of Canada
- **Martin Scherr**, Campaign for U.S. Ratification of the UN Convention on the Rights of the Child
- **David Smolin**, Cumberland School of Law, Samford University
- **Johan D. van der Vyver**, Emory law school

The event is free and open to the public. Registration is required. Twelve hours of CLE credit are available at the per-hour rate stipulated by each local bar association. For more information, go to www.law.emory.edu/cslr or call 404-712-8710.

The CSLR, one of The Pew Charitable Trusts' Centers of Excellence, explores the intersection of religious traditions and their influence on law, politics and society. Officially renamed the Center for the Study of Law and Religion in September, the CSLR represents the collective programs of Emory's Center for the Interdisciplinary Study of Religion and the Law and Religion Program.

PANEL from page 1

(61.6 percent), and a slight majority are white (51.4 percent); and, of the 1798 positions filled in the last fiscal year, 59 percent were external hires, 29 percent were internal hires and 12 percent moved from temporary to full-time employment.

Fitch said that while fewer than one-third of new hires came from inside Emory, those numbers are slightly misleading because outside applicants outnumber inside ones by 10 to 1, meaning that hiring managers do give preference to internal applicants.

One misconception the panelists wanted to dispel is the number of hires done through administrative decision—a process that bypasses open recruitment, possibly preventing people from applying for available positions. Fitch said fewer than 3 percent of new hires come from administrative decision, and many of those were new faculty. Ethridge added that

all administrative decisions must be cleared through the EOP office and they are warranted only by special need, changes in organizational structure and/or position requirements, or inter-departmental promotion.

Other things that were "demystified" included the difference between reclassification and a promotion. Milazzo said the former would involve a staff person whose job has evolved over time, leading to a change of description, and their previous position is not filled. A promotion involves a staff person filling a higher-level position, with their previous position being filled.

In response to a question, panelist Amy Adelman, associate general counsel, said the University's diversity goals are not quotas, and while EOP sometimes recommends that hiring managers consider minorities for hire, they also are encouraged to hire the best person for the job.

Wagner and Lewis did not participate in the discussion

itself. Instead, they gave the opening and closing comments, and both stressed the importance of increased communication between staff and administrators.

In his opening statement, Wagner said panels such as this one help the administration see what it can do better, then make the appropriate changes. In his closing statement, Lewis said sharing "best practices" from across the Emory enterprise would lead to a stronger community.

The panel, which grew out of the Campus Climate Survey from earlier this year, was presented by Employee Council and the President's Commissions on the Status of Women, Race and Ethnicity, and LGBT Concerns.

Although the panel discussion was not recorded, a transcript of the questions and answers will be posted to the various president's commissions' websites in the near future.

FOCUS: EAGLEREPORT

Fall sports squads start fast in 2005

Volleyball

The fall sports season once again finds Emory fielding several nationally ranked teams. Of the seven teams competing in the fall, six can be found in their respective top 25 polls. Leading the way is the volleyball team. Jenny McDowell has her squad ranked No. 3 in the latest American Volleyball Coaches Association Top 25 Coaches Poll. The team stands 16-1 on the season, matching the program's best start after 17 games. The Eagles are riding a 15-match winning streak that has seen them win 45 consecutive games. The win streak has also seen Emory claim three tournament championships, the Washington & Lee Invitational, the Emory Classic and the Emory Invitational. Seniors Katrina Damasco and Catherine Zidow, along with junior Courtney Rose, lead the talented squad. Damasco and Rose, both outside hitters, lead the team in kills with 154 and 142, respectively. Zidow is second in assists with 200.

Men's soccer

Head coach Mike Rubesch and his men's soccer team have blitzed the competition through the first 10 games, sporting a perfect 10-0-0 record and 1-0-0 in the University Athletic Association (UAA). The Eagles are ranked sixth in the country and first in the south region. The Emory defense has been stellar, giving up only two goals, while the offense has scored 33 goals. Freshman Patrick Carver has been a huge lift on offense, accounting for 10 goals to lead the team. His play already has earned him UAA athlete of the week honors. Senior Karl Dix has provided solid leadership and needs two assists to break the UAA record for assists all-time.

Women's soccer

The women's soccer team joins the men in the top 25, ranked 22nd. The defending UAA champions are under new leadership this season. Sue Patberg comes to Emory from the University of Georgia where she was the head coach for the past five seasons. The women stand 7-0-2 on the season and 1-0-0 in the conference. Like the men, a superb effort on the defensive end has held opponents to one goal on the season. Senior goalie Amy Franciscovich leads a solid core of defenders. She has 22 saves on the season and has been named UAA athlete of the week twice for soccer defense. Junior Jessie Dean leads the team with three goals (10 other players have scored at least once this year). Senior co-captain Lauren Hudak leads the team in assists with four.

Golf

The golf team stands eighth in the country following an eighth-place finish at the NCAA Championships this past spring. Head coach Mike Phillips and his squad have already competed in two tournaments, finishing third at the NCAA Div. III Preview and fifth at the Tom O'Briant Invitational. Senior captain Mike Lebow leads the team with a scoring average of 74.75.

Cross country

John Curtin's men's and women's cross country teams have gotten off to fine starts. The women's team is ranked 25th in the country through three events. They already have one team victory to their credit by winning the Sewanee Invitational at the beginning of the year. Sophomore Lauren Shores has two top 10 finishes and a season-best time of 18:18 where she finished third at the Sewanee Invitational. Although the men are not ranked, they won the Vanderbilt Invitational earlier this year, defeating mainly Div. I schools. Sophomore Bryan Forsyth is the team's top runner with his best finish a second place at Vanderbilt Invitational with a time of 25:42.

For more information on Emory athletics and a schedule of events, go to www.gol.emory.edu.

Douglas Blair is Emory's sports information director

SCHOLARSHIP&RESEARCH

Dowd looks behind the music industry's latest moves

BY ERIC RANGUS

Timothy Dowd has about 8,000 songs on his iPod. He's maxed out his 40 gigabyte machine and now needs something bigger. He has downloaded a few hundred from iTunes, eMusic and other (legal) online music services, but most of the songs come from his 1,000-CD collection.

"The standard view is that big companies ruined music, so when a few companies dominate the industry, things are going to get bad. I find that it depends on how those big companies operate."

—Timothy Dowd, associate professor of sociology

Like many savvy consumers, Dowd uses technology to increase his enjoyment of music. As a researcher, he explores the sociology of all the factors related to his overstuffed iPod: culture, media, music, organizations and economics, among them.

"Economic sociologists are interested in how the logic by which companies operate affects the actions they take," said Dowd, associate professor of sociology. "Companies look at the environment, they [determine] what demand is, and they quickly respond to it. Economic sociologists say that organizations confront an ambiguous environment and have to work to interpret it: 'This is how our market works, and this is what our environment is like.' So economic sociologists are

interested in how companies put together that account."

And the recording industry, according to Dowd's research, hasn't always been successful.

"Until the 1990s, the industry had not been doing much research on customers," he said. "Recent sociological research claims that what we're seeing now is part of a trend toward individualized listening, where you can use

growing popularity of online music distribution—often illegal in the beginning, but now legitimate and incredibly popular. The most popular seller, Apple's iTunes, has sold more than 500 million songs worldwide since its launch in 2003. Online music retailing has become an increasingly vibrant market.

But even here, disparities between formats means technology doesn't always cater to the consumer. Not all players are compatible; songs downloaded from one seller may not play in another company's player. Many industry insiders blame online music for slowing record sales.

Although record companies may be aware of these problems, Dowd said they have been slow to respond to online music, but that may be changing. "British retailers like HMV and Virgin have developed their own online services, so the shift to online music is picking up steam," he said.

Dowd also studies the morphing world of record companies. Following recent consolidation, there are now four major record conglomerates. For many critics, that's not enough. But Dowd points out there were only three dominant record companies in 1940, and the industry was nowhere near as diverse then as it is now. To judge the industry by that one marker, he says, is to ignore the big picture.

"The standard view is that big companies ruined music, so when a few companies dominate the industry, things are going to get bad,"

the music any way you see fit, negotiate your environment and define who you are."

How does this individualized listening affect record companies? Historically, Dowd said, record companies responded by offering an expanded range of genres and attending to various segments of the audience, rather than treating the audience as undifferentiated mass.

"Retailers likewise have taken similar steps, paying particular attention to point-of-sales information," he said. "However, sociological research finds that consumer notions regarding musical genres are more varied and evolving than the genres touted by recording companies and retailers."

This is exemplified by the



Sociology's Timothy Dowd loves his iPod, but he needs a new one. The current one is maxed out with 8,000 songs. A music fan and historian, he studies the economic sociology of the music business.

he said. "I find that it depends on how those big companies operate. If they are highly bureaucratic, it makes it difficult to adjust to change, and the dominance of a number of companies does lower diversity in a number of ways, such as dealing in relatively few genres, offering limited musical and lyrical content, and touting a few established acts at the expense of new performers.

"But when they become un-bureaucratic," Dowd continued, "[when they] have a lot of different music divisions and ally with a number of independent record companies, then that loose approach to the music business offsets the negative effects of their dominance."

Dowd's interest in the music industry springs from his own musical background. He performed throughout college and into graduate school, but as he moved into his academic career, he could not devote as much time to it but did not

want to walk away completely. Now most of his musical energies go to working in his home studio rather than public performance.

"One of the things that struck me was that if you get into various types of professions, there are clear paths to success," said Dowd, who plays keyboards, bass and guitar. "In the music business, it's not so clear cut. You could become extremely polished as a musician and not have a career, or you could not be polished and have a great career. So, one of the things that drew my interest is, how does this business operate in the face of such ambiguity and uncertainty? Rather than become a musician and take a big risk, I thought I'd study it instead."

This article first appeared in the Goizueta Business School electronic newsletter, Knowledge@Emory, and is reprinted with permission.

Nursing, theology announce joint certificate program



Karen Scheib (left) from the Candler School of Theology and Darla Ura from the Nell Hodgson Woodruff School of Nursing teamed up to design the schools' joint faith and health certificate program.

BY AMY COMEAU AND PETE PAULSEN

With the nation experiencing both a severe nursing shortage and a heightened sensitivity to issues of faith and religion, the Candler School of Theology and the Nell Hodgson Woodruff School of Nursing have joined forces to create an interdisciplinary program exploring the issues of faith and health. The program,

in the pilot phase this fall, will be fully implemented in fall 2006 and available to master's students in nursing, theology and public health.

Darla Ura, clinical associate professor of nursing, got the idea for the program a few years ago after completing coursework in parish and faith-based nursing at St. Louis University. After developing the initial concept, she approached Karen Scheib,

associate professor of pastoral care and counseling at Candler, about establishing a joint certificate program. The program is open to persons of all faiths, including Christianity, Judaism, Islam, Buddhism and others.

The new program seeks to provide students with an understanding of health and faith by introducing them to the principles and practices of nursing, religion, theology and public health and by teaching them how to integrate resources of faith traditions and health sciences. Students also will be advocates for social justice in religious communities and society at large, centering around issues of health and health care, and will help create sustainable community partnerships between faith-based communities and the health profession.

"Nurses' roles have traditionally been with healing of the body," Ura said. "However, in the past several years, emphasis has been placed on the whole person,

realizing that an individual's spiritual and religious beliefs impact health and healing. The program in faith and health provides nurses the opportunity to expand their knowledge of faith practices and the impact that religion and spirituality has in the healing process of each patient.

"In this program," Ura continued, "both nursing and theology students will have the opportunity to study and care for individuals and communities, thereby [helping them understand] the role each serves in a multidisciplinary context."

"The Faith and Health Program provides an exciting opportunity for a truly interdisciplinary approach to the study of the intersections of religion and health," Scheib said. "All religious traditions have healing practices. In the Western Christian tradition, there are close links between the understanding of salvation and health. In the West, nursing had its origin in the monastery.

"In contemporary U.S.

culture, we are faced with a split between religion and health," Scheib said. "Since religion is such an important fact of life in the United States, it is vital that both religious professionals and health professionals understand the way in which the faith of a person from any religious tradition can hinder or help healing."

Students will be required to complete 13 academic credit hours, including three required courses on the topic of faith and health, and elective courses, two of which must be taken outside of their own school. They also will complete a practice component in a congregational setting that will allow them to address issues of faith and health and actively engage in those issues with the congregants.

For additional information about the program, contact the Candler Office of Admissions at 404-727-6326 or the Nell Hodgson Woodruff School of Nursing at 404-727-7980.

HUMAN RESOURCES

Benefits Open Enrollment to take place Oct. 17–31

BY MICHAEL TERRAZAS

During this year's Open Enrollment, which begins today (Oct. 17) and runs through the end of the month, Emory employees will have a wider menu than ever before from which to choose health care, dental and insurance plans for them and their families.

Employees should take special care this year to review their benefits options before making selections, either through the online Open Enrollment feature offered by Human Resources (HR) or through the several meetings scheduled around campus from Oct. 19–28. All but one of the University's health care plans have changed for 2006, as Emory is switching to a point of service (POS) option for the EmoryCare and EmoryChoice plans.

POS plans are a hybrid of more traditional preferred provider organization (PPO) and health maintenance organization (HMO) plans, offering some of the characteristics of both. Participants in some POS plans still are asked to select a primary care physician, but they do not need the physician's referral to visit a specialist, according to Theresa Milazzo, senior director of HR.

"Operationally it's like a PPO because you can go to any doctor, you don't have to have a referral, and there is an out-of-network compo-

nent," Milazzo said. "It's a little more cost-effective [for the University] than a PPO, though it tends to be more expensive than an HMO because it's less restrictive. We need to get a little more cost-effective on the EmoryCare side, but we also need to offer more flexibility with EmoryChoice. This type of plan met both needs."

Also new for 2006 is the Emory High Deductible Health Plan, which offers a health savings account (HSA) option. Under this plan, employees are responsible for 100 percent of medical costs (other than preventive) until they meet the core annual deductible of \$1,800 for individuals and \$3,600 for families. However participants may also enroll in an HSA, which allows them to invest money pre-tax in the account up to the core deductible to pay for medical expenses. HSA accounts are similar to flexible savings accounts (FSAs), which are open to all University employees; the difference is HSAs accrue interest, and unspent funds roll over to the following year. However, this plan should only be selected by employees who can afford to pay directly for the out-of-pocket costs and significant deductibles.

Another change of note is the open availability of Aetna Dental Choice, which was previously closed to new participants. The network has been improved with more ap-

pointment availability.

All Emory employees are asked to review their current benefits information and select their benefits options for 2006; those who do not select a plan during Open Enrollment will be automatically enrolled in whichever plan most closely resembles their current one. To change plans online, visit the HR website at <http://leo.cc.emory.edu>, login with Emory ID and password to the PeopleSoft self-service option, select "Benefits Information" and then "Benefits Enrollment."

Employees may also visit one of the following open meetings on campus to discuss benefits options with HR representatives and make their selections for 2006:

- Wednesday, Oct. 19, 10 a.m.–noon: Dobbs Center, Winship Ballroom.
- Thursday, Oct. 20, 3–5 p.m.: Grady Hospital, Faculty & Staff Office Building, room 101.
- Monday, Oct. 24, 10 a.m.–noon: Grady Hospital, Faculty & Staff Office Building, room 101.
- Wednesday, Oct. 26, noon–2 p.m.: Dobbs Center, Harland Cinema.
- Friday, Oct. 28, 8 a.m.–5 p.m.: Finance Training Room, Human Resources.

For questions about Open Enrollment or benefits plans, visit the HR website or call the benefits department at 404-727-7613.

UNIVERSITY GOVERNANCE

PCORE starts off new academic year

The President's Commission on Race and Ethnicity (PCORE) held its first meeting of the academic year on Monday, Sept. 26, in 400 Administration.

Chair Donna Wong, associate director of multicultural programs and services, introduced President Jim Wagner, who gave a brief overview of PCORE's responsibilities to its members, followed by a Q&A session.

"To inform and alert; to initiate things that are sustainable; to not take for granted that the administration is aware of all issues related to race and diversity," said Wagner, ticking off the commission's charges. "And to remember that I am a middle-aged, straight, white male—but that we are on the same team."

Wagner said PCORE should examine another dimension of diversity this year. "We have been good at acknowledging and celebrating diversity," Wagner said. "There is a difference between a non-negative and a positive environment. I think Emory could begin thinking about the sort of things that make us vital, in regards to diversity. I suggest to you, instead of naming a committee 'Staff Concerns,' you could call it 'Staff Concerns and Opportunities.' Let's not just stop at concerns."

Each committee then gave a brief summary of its goals for 2005–06:

- **Faculty concerns** will host a series of luncheons to function as "listening sessions" to hear faculty members' unmet needs and draft a report of the findings for PCORE and the president.
- **Historical records/bylaws** will archive all documents and explore creating a part-time position for record keeping.
- **Staff concerns** will look at hiring procedures and staff development; the Campus Climate Survey revealed that many staff members feel underpaid and/or that their supervisors are not supportive of professional development opportunities.
- **Student concerns** will work on fall "dialogues" event between students and Provost Earl Lewis, and will evaluate admissions outreach and recruitment of Latinos and look at possibilities for making admissions materials available in Spanish.
- **Professional development fund** will propose changes to its travel grant-awarding guidelines (to help minority faculty and staff attend professional conferences) in light of the Climate Survey, which revealed that many staff feel they do not have professional development opportunities.
- **Special projects** will work on brown bag panels, student concerns race dialogues, the Transforming Community Project and the President's Commissions-Employee Council holiday party.
- **Race & ethnic leadership** will continue work on creating a database of potential nominees of color for University positions.

The next order of business was to formally elect Alex Escobar, senior lecturer in biology, as chair-elect.

Training and development courses presented by the Office of Equal Opportunity Programs were announced. For a list of course offerings, or to register online, go to: <https://emory.hr.emory.edu/onlinereg.nsf/home?openform>. For more information, contact LaSheree Mayfield at 404-727-7607.

Del King, senior director of Human Resources, announced that Mentor Emory is being revived, with plans to expand the program. There will be an information session on Friday, Oct. 21, at 2 p.m. in the Jones Room of Woodruff Library. To register, visit www.emory.edu/mentor_emory. For more information, contact Stephanie Coleman at stephanie.coleman@emory.edu.

PCORE will meet next on Monday, Oct. 17, at 3 p.m. in 400 Administration. The guest speaker will be John Ford, senior vice president for Campus Life.

— Katherine Baust Lukens

Benefits review prompts changes

Following last year's review of Emory employee benefits, the University has acted to implement some of the recommended changes immediately, President Jim Wagner and Executive Vice President for Health Affairs Michael Johns announced in a campus-wide e-mail, Oct. 3.

The changes include:

- the addition of New Year's Eve as a paid holiday, beginning this year on Dec. 30 (Dec. 31 falls on a Saturday);
- effective Jan. 1, 2006, lifting the one-year waiting period for University matching contributions to retirement plans for new employees who previously participated in a qualified retirement plan;
- the addition of a Roth 403(b) option to Emory's retirement plan, allowing employees to contribute more after-tax to their 403(b) accounts; and
- an expansion of eligibility for the 457(b) deferred compensation plan, allowing employees who meet certain salary criteria to defer a larger portion of income.

Wagner and Johns said more benefits changes may be on the way, as the University studies the options recommended by the benefits review and determines their feasibility.

"As we move forward in implementing the strategic plan, we will work toward meeting those recommendations that support our direction and fit within the budget priorities," the two wrote. "We also will continually review our benefits program to ensure that it supports our ability to hire and retain the best and brightest faculty and staff."

If you have a question or concern for PCORE, e-mail Chair Donna Wong at dmwong@emory.edu.

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

Events for the Emory Community

PERFORMING ARTS

MONDAY, OCT. 17
Film

"Louise Alone Thompson Patterson: In Her Own Words." Louis Massiah, director, presenting. 4 p.m. Jones Room, Woodruff Library. Free. 404-727-7620.
Panel discussion to follow.

Concert

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

WEDNESDAY, OCT. 19**Kessler Reformation Concert and Lecture**

Emory University Concert Choir and Timothy Albrecht, organ, performing. 8 p.m. Emerson Concert Hall, Schwartz Center. Free. 404-727-4165.

THURSDAY, OCT. 20**Film**

"Good Night and Good Luck." George Clooney, director. 7 p.m. 205 White Hall. Free. 404-727-4221.

FRIDAY, OCT. 21**Concert**

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

SATURDAY, OCT. 22**Concert**

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

WEDNESDAY, OCT. 26**Concert**

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

VISUAL ARTS

THURSDAY, OCT. 20**Gallery Talk**

"A Discussion on the Objective Eye." Jane Jackson, Jackson Fine Art, presenting. 7 p.m. First-floor galleries, Carlos Museum. Free. 404-727-4291.

FRIDAY, OCT. 28**Visual Arts Gallery Opening Reception**

"Rethinking Tradition: Three Contemporary Tibetan Artists in the West." 5 p.m. Visual Arts Building Gallery. Free. 404-727-6315.
Through Dec. 3.

Visual Arts Gallery Exhibit

"Hand and Eye: Visions of Myanmar, Reflections on a Journey." Visual Arts Building Gallery. Free. 404-727-6315.
Through Oct. 15.

Schatten Gallery Exhibition

"Dolls of Japan: Shapes of Prayer, Embodiments of Love." Schatten Gallery. Free. 404-727-6861.
Through Oct. 23.

Schatten Gallery Exhibition

"Harmony with Nature: Ai-zome Textiles from Japan." Schatten Gallery. Free. 404-727-6861.
Through Oct. 28.

Carlos Museum Exhibit

"Excavating Egypt: Great Discoveries from the Petrie Museum of Egyptian Archaeology." Third-floor galleries, Carlos Museum. \$7 suggested donation, staff free. 404-727-4282.
Through Nov. 27.

MARBL Exhibit

"Fixed Stars Govern a Life": An Exhibition To Celebrate the Fifth International Ted Hughes Conference." Woodruff Manuscript, Archives & Rare Book Library (MARBL). Free. 404-727-6887.
Through Nov. 30.

LECTURES

TUESDAY, OCT. 18**Physiology Lecture**

"Anesthetic-induced Immobility: Disruption of Spinal Locomotor Networks and Descending Locomotor Drive." Steven Jinks, University of California, Davis, School of Medicine, presenting. 9 a.m. Whitehead Auditorium. Free. 404-727-7401.

Arts and Cultural Lecture

"Lunch with Gods, Demons and Monsters of the Near East." Billie Jean Collins, Middle Eastern studies, presenting. Noon. Reception Hall, Carlos Museum. Free. 404-727-4291.

Pharmacology Lecture

"Regulation of Na⁺ and Ca²⁺ Channels by Signaling Complexes." William Catterall, University of Washington, presenting. 3 p.m. Whitehead Auditorium. Free. 404-727-5982.

Arts and Cultural Lecture

"Isadora: Legendary Woman, Iconic Dancer." Richard Long, ILA, presenting. 7:30 p.m. Dance Studio, Schwartz Center. Free. 404-727-5050.

WEDNESDAY, OCT. 19**History Lecture**

"Seeing Like a Soviet State." Matthew Payne, history, presenting. 11:30 a.m. 323 Bowden Hall. Free. 404-727-8396.

Women's Studies Fall Colloquium Series

"Advancing Women in Science: Yesterday, Today and Tomorrow." Julie Gerberding, CDC, presenting. 4 p.m. 101 White Hall. Free. 404-727-0096.

MARIAL Lecture

"Seeing the World in Neighborhood Baseball." Sherri Grasmuck, Temple University, presenting. 4 p.m. 413E Briarcliff Campus. Free. 404-727-3400.

THURSDAY, OCT. 20**Microbiology Lecture**

"Connecting Protein Kinases and Phosphatases in Cell Signaling." David Brautigan, University of Virginia School of Medicine, presenting. Noon. Rita Ann Rollins Room, Rollins School of Public Health. Free. 404-727-5620.

Health, Culture and Society Lecture

"Communicability and Cholera: Narrative Imaginations of Disease and Discourse in an Epidemic." Charles Briggs, University of California, Berkeley, presenting. 4 p.m. 860 Rollins School of Public Health. Free. 404-727-8686.

Environmental Studies Lecture

"Dispelling Old Myths: African American Concern for the Environment." Paul Mohi, University of Michigan, presenting. 4 p.m. Math & Science Center. Free. 404-727-9504.

Religion Lecture

"Cultures, Cults and Christianity: The Making of Haitian Vodou and Beninese Roman Catholicism." Edna Bay, ILA, presenting. 4 p.m. Room 108, 1385 Oxford Road. Free. 404-727-6402.

FRIDAY, OCT. 21**Arts and Cultural Lecture**

"Art, Ethics and Activism." Carrie Newcomer, folk singer, and Sal Brownfield, artist, presenting. 7 p.m. Performing Arts Studio. Free. 404-727-4291.

MONDAY, OCT. 24**Arts and Cultural Lecture**

"Greek Comic Theatrical Vases." C.W. Marshall, University of British Columbia, presenting. 7 p.m. Reception Hall, Carlos Museum. Free. 404-727-3064.

RELIGION

TUESDAYS**Taize Worship Service**

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

WEDNESDAY, OCT. 19**Reformation Day**

11 a.m. Sanctuary, Cannon Chapel. Free. 404-727-4165.

SUNDAY, OCT. 23**University Worship**

Carrie Newcomer, folk singer, presenting. 11 a.m. Sanctuary, Cannon Chapel. Free. 404-727-6225.

SPECIAL

MONDAY, OCT. 17**Nursing School Admissions Seminar**

6 p.m. 103 White Hall. Free. 404-727-0954.

Historical Research Workshop

"Finding and Managing Your References." 6 p.m. 310 Woodruff Library. Free. 404-727-0657.

TUESDAY, OCT. 18**EndNote Workshop**

10 a.m. 310 Woodruff Library. Free. 404-727-0147.

Current Awareness Services Workshop

11:30 a.m. 310 Woodruff Library. Free. 404-727-6863.

Woodruff Library Tour

1 p.m. Security desk. Free. 404-727-1153.

Internet Critical Evaluation Skills Workshop

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

Newspaper Research Workshop

4 p.m. 310 Woodruff Library. Free. 404-727-0657.

WEDNESDAY, OCT. 19**Data Management Workshop**

"Quantitative Data Management: Questionnaire Design to Data Presentation." 8 a.m. SITE Training Room, 1525 Clifton Road. \$175-525. 404-727-5132.
Also Oct. 20 & 21.

Wireless Clinic

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

THURSDAY, OCT. 20**Law School Conference**

"What's Wrong with Rights for Children?" Jimmy Carter and Martin Marty, presenting. 9 a.m. Gambrell Hall, Law School. Free. 404-712-8710.
Also Oct. 21.

Psychological and Educational Tests Workshop

2:30 p.m. 310 Woodruff Library. Free. 404-712-2833.

Teacher Workshop on Ancient American Animals

Rebecca Stone, curator, presenting. 5 p.m. Tate Room, Carlos Museum. \$5 members, \$10 non-museums. 404-727-2363.
Registration required.

SATURDAY, OCT. 22**Rollins School of Public Health Open House**

8:30 a.m. Rollins School of Public Health. Free. 404-727-3410.

Heritage Language Workshop

Maria Carreira, California State University, Long Beach; Der-lin Chao, Hunter College; and Vijay Gambhir, University of Pennsylvania, presenting. 9:30 a.m. Jones Room, Woodruff Library. Free. 404-727-2575.

GRE Workshop

6 p.m. 103 White Hall. Free. 404-727-0954.

TUESDAY, OCT. 25**Endnote Workshop**

11:30 a.m. 310 Woodruff Library. Free. 404-727-6863.

Research Workshop

"Finding Biographical Information." 1 p.m. 310 Woodruff Library. Free. 404-727-1153.

Woodruff Library Tour

1 p.m. Security desk. Free. 404-727-1153.

Research Workshop

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

State of the University Address

President James Wagner, presenting. 4:15 p.m. Ballroom, Cox Hall. Free. 404-727-6022.

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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 from 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.