

NEWS YOU CAN USE

Emory strives to provide an atmosphere that fosters recognition for outstanding work, extraordinary talent, and gratitude for the level of care and dedication by those around us. During the year, recognition occurs through such events as Award of Distinction, Service Awards, Staff Fest and Excellence Through Leadership. However, it is important to remember that recognition can occur at any time and be expressed in many different ways – from a simple “thank you” to formal presentations. Don’t forget to recognize someone today!



A Night of Recognition: Emory University’s Award of Distinction

The Emory University Award of Distinction Program recognizes nominated individuals for service and contributions in the work environment that have been rendered above and beyond the call of duty, and/or exemplary personal qualities that have enhanced the overall effectiveness of, or public regard for, the services provided by the department or University. All regular full- and part-time staff who have been employed for at least one year are eligible to be nominated. The nomination process begins in late fall with the final awardees being notified in early spring. Honorees are recognized at a dinner hosted by President Wagner and receive a \$1000 award. This year the Award of Distinction dinner was held on April 11 and honored twelve employees from across the campus. To learn more about this program visit: <http://emory.hr.emory.edu>

2007 Award of Distinction Receipts



2007 receipts are pictured above with President Wagner.

Felicia Bianchi	Academic & Administrative IT
Beth H. Broyles	Office of the Registrar
Louis Burton, Sr.	School Of Medicine
Robert N. (Nick) Fabian	Emory College
Rosemary Hynes	Graduate School of Arts & Sciences
James R. Johnson	Campus Services
Gary Robert Morris	Campus Services
Lisa M. Newbern	Yerkes National Primate Research Center
Stephen Pittard	School Of Medicine
Kathy Summers	Emory College
Kathy S. Vaughn	School Of Medicine
Darlene A. Wyche-Alha-De	School Of Medicine

Excellence Through Leadership

The Excellence through Leadership (ETL) Program is designed to provide development for Emory’s leaders. The goals of this program are to strengthen leadership performance across the university, and establish a leadership pipeline for succession planning. Representing a cross-section of the University community as well as diverse personal, educational and experiential backgrounds, the participants take part in 360 degree feedback assessments, structured learning activities, individualized coaching and a large-scale team project. Participation in this program is based on current position, length of employment, and demonstration of high performance. Please visit the ETL website, <http://emory.hr.emory.edu/training.nsf/etl>, for questions about the program and the nomination process.

We would like to congratulate the 2007 Excellence Through Leadership graduating class for their dedication to the program and for the leadership that they exemplify across campus.

2007 Excellence Through Leadership Graduates



2007 graduates are pictured above with Michael Mandl, EVP of F & A
Angela Gardner, Melanie Chastain, Amy Aldeman, Nancy Seideman, Laura Ray, Priscilla Echols, Bryon Nash, Leigh Hurt, Ben Tompkins, Gerald Lockamy, Bridget Williams, Helen McLaughlin, Louis Burton, Jennifer Fabrick, Bruce Covey, Kenneth Anderson, Jiten Ghelani, Micheal Jacubenta, Robert Hoover

Mark your calendars for May 18:

Staff Fest 2007 – “It’s Showtime!”

This day is set aside to show appreciation to staff members for the hard work and support they provide to the university. During this day in May, staff are invited to enjoy a free lunch on the Quad and to participate in games, listen to great music and even win a few prizes. For more information on Staff Fest, please visit <http://emory.hr.emory.edu/stafffest>.

2007 Service Awards: Recognizing Service and Commitment

Each year Emory recognizes those employees who have contributed 25 or more years of service (recognitions are based on five year increments) during the annual Service Award Luncheon. This year the luncheon was held on April 18 and 54 employees were celebrated for their commitment to Emory. Thank you to each one of you for your hard work and dedication – you are truly appreciated!

2007 Service Awards Recipients

45 Years

Orris Franklin Campus Services

40 Years

Betty B. Goetz School Of Medicine
E. Merle Reed Campus Services

35 Years

Carol G. Allen Yerkes National Primate Research Center
Dennis K. Chikazawa Yerkes National Primate Research Center
Peter W. Day Academic & Administrative IT
Elizabeth L. Gay Campus Services
Shirley E. Maddox Campus Services
Gary Morris Campus Services
Marie-France Schmutzler Emory College
Margaret E. Stephens Emory College
Suzan D. Tibor School Of Medicine
Beverly P. Turner University Libraries

30 Years

Susan S. Ament Academic & Administrative IT
Ossie Benjamin Campus Services
Lamar Bryant School Of Medicine
Pamela L. Bryant School Of Medicine
Deborah S. Canup School Of Medicine
William F. Cash Campus Services
Dollie M. Durden Campus Services
Tyrone English Campus Services
Carolyn Freck Development & University Relations
Claire N. Hackworth School Of Medicine
Susan Y. Higgins Yerkes National Primate Research Center
Suzette L. Lackey Yerkes National Primate Research Center
Georganna Overton (Retiree) Campus Services
Thomas C. Pruett (Retiree) Campus Services
Rickey L. Ray Campus Services
Rosa M. Weston Campus Services
Angela M. Williams School Of Medicine
Mattie Louise Young Campus Services

25 Years

Barbara G. Anderson Academic & Administrative IT
Gloria Burkett Office Of General Counsel
Gloria Ann Cargile Oxford College
Elizabeth M. Christian School Of Medicine
Reta J. Cobb Oxford College
Marylynn Covington School Of Medicine
Susan J. Duensing School Of Medicine
Ruth S. Ellis School Of Medicine
Kharen E. Fulton Graduate School Of Arts & Sciences
Joan Matthews Gershon Development & University Relations
Barry M. Glasser School Of Medicine
Kathryn H. Graves School of Public Health
Michael D. Hooten Development & University Relations
Marian Ann Hudson Campus Services
Ann Gilmore Hulton School Of Medicine
Alice Deaton Jones School Of Medicine
Ellen M. Katz School Of Medicine
Linda Louise McCollum School Of Medicine
Robert Mark McLeod Campus Life
Lynne Allyn Morelock-Roy School Of Medicine
Mabel Elaine Nelson School Of Medicine
Anita D. Westlake University Libraries
Bobbi J. Woolwine School Of Medicine

Audit on Medical Plans - Dependent Coverage

Emory will be partnering with Aon Consulting over the course of the next couple of months to review dependent eligibility on the Aetna POS, Aetna HDHP and the BCBS GA PPO medical plans. This review is being conducted to ensure that only eligible dependents are being covered by our health plans. Other higher education peers as well as Emory Healthcare have conducted such audits in the very recent past. These audits discovered a number of ineligible dependents that did not meet plan eligibility rules, but were nonetheless being covered by the plans at additional expense to all plan participants and the sponsoring company. Information derived from the audit may also be applied to dependent coverage for the dental and life programs at a later date.

Timeline for the Audit

- Late April – All employees with medical plan coverage will receive a letter with more information regarding the audit, including dependent eligibility definitions, and allowable forms of documentation to support a dependent's coverage, as well as a dependent drop form to complete and provide back to the Emory Benefits Department.
- May 1st – A request letter will go to those individuals with dependents that meet certain standard risk criteria asking them to provide documentation to verify eligibility.
- Supporting documentation must be provided to the Benefits Department within 30 days to verify the eligibility of the given dependent(s).
- June 1st – Deadline to respond with supporting documentation for those dependent(s) that were identified as a result of the audit.
- June 2nd - Those plan participants who do not respond with supporting documentation by June 1st will receive a notice of medical plan cancellation for the dependent(s) identified as a result of the audit.
- June 30, 2007 – Medical plan coverage for dependent(s) that have not been substantiated by supporting documentation will be cancelled effective June 30, 2007.
- If you do not currently cover any dependents under the Emory medical plans, this audit will not impact you.

This review period is in essence an amnesty period and opportunity for you to take action proactively. It is important to note that Emory will not take disciplinary action based on benefits received, or information submitted concerning those ineligible dependents that are dropped before June 1st, 2007. In addition, no financial action will be taken to recover benefits paid historically on behalf of ineligible dependents that are proactively dropped by you, or as a result of your not providing the requested supporting documentation as verification.

If you have any questions about the dependent review you may contact the Benefits Department at 404-727-9747.

Internal Auditor Awareness

May 6–12 was declared as Internal Auditor Awareness Week by Governor Sonny Perdue when he signed the proclamation on behalf of the Institute of Internal Auditors—Atlanta Chapter which is presided over by Emory's Chief Audit Officer, Bill Mulcahy.

The week of May 20 will be Compliance & Ethics Week at Emory during which time employees can meet members of the Internal Audit Division, learn more about what they do as well as receive information on the Trust Line and Fraud Awareness.

Event time and locations are as follows:

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| 5/21 | 9:00 – 10:30 | Decatur Plaza |
| 5/21 | 11:30 – 1:30 | Wesley Woods (near the cafeteria) |
| 5/22 | 11:30 – 1:30 | TEC – Bldg A Lobby |
| 5/23 | 11:30 – 1:30 | Grady – Faculty Office Bldg Lobby |
| 5/24 | 11:30 – 1:30 | EUH (near the cafeteria) |
| 5/25 | 11:30 – 1:30 | ECLH (near the cafeteria) |