

PEOPLE

Take a hike close to home with Ren Davis' latest guidebook. **Page 3**



EVENTS

Theater Emory gets gothic with a season of horror, and humor. **Page 8**



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SPECIAL "NEWS YOU CAN USE" INSERT

Strategic plan update will set University's five-year course



By **NANCY SEIDEMAN**

Strategic plan leaders, in collaboration with the Ways and Means Committee and other University partners, are nearing completion of a comprehensive update of the strategic plan that will lead Emory in fulfilling its vision and mission through 2015. The long-range planning is intended to ensure that the community's aspirations will be achieved even within a reduced resource envelope given the current national economic environment.

The strategic plan update will be formally introduced during President Jim Wagner's State of the University address on Sept. 22, and in a special Emory Report insert published in the Sept. 28 edition.

The five strategic themes

and accompanying University-wide initiatives essentially remain the same, with minor revisions to better reflect Emory's identity and aspirations. To more effectively support the plan's overall goals, the implementation strategies have been refined to four framing principles — strategic collaborations, internationalization, societal impact and creativity: art and innovation — that will be incorporated by all themes, initiatives, schools and units in implementing their individual strategic plans.

"These framing principles go to the heart of Emory's vision statement — to work collaboratively for positive transformation in the world, within an inquiry-driven, ethically-engaged and diverse community," says Earl Lewis, provost

and executive vice president for academic affairs. "All updated recommendations reinforce the strategic priorities that will move forward this vision, including the recruitment and retention of outstanding faculty and students, the unquestionable foundation of our identity."

The upheaval in the national economy has affected the plan's implementation. Given the dramatic decline in the value of Emory's investment portfolio and diminished short-term investment earnings, the University must apply funding to fewer activities and at a slower pace. As a result, the review and evaluation process for the first three years of the strategic plan's implementation was accelerated. Earlier this summer \$30 million in funding

was cut from the strategic plan budget, resulting since last fall in a total \$60 million reduction from the original allocation of \$260 million.

"Most major organizations review their strategic plans every three to five years to make sure they are on course, which includes an environmental scan," says Fred Sanfilippo, executive vice president for health affairs, and who, along with Lewis and Mike Mandl, serve on the executive committees of the strategic plan and of Ways and Means. "This year was the scheduled time in the plan's cycle for a review and refinement, which was influenced by the national economic environment," says Sanfilippo.

Please see **PLAN** page 4

Rethinking the way we work

By **KATHERINE HINSON**

With Emory's recent recognition as a "Great University to Work For," Emory Report sat down with Theresa Milazzo, associate vice president of human resources, and John Kosky, associate director of the Emory WorkLife Resource Center and Compensation, to learn more about Emory's Alternative Work Arrangement (AWA) program. "Supporting employees, where possible, when they prefer flexible work arrangements helps make Emory a great place to work," says Milazzo.

Q: What does workplace flexibility mean?

A: Workplace flexibility is defined as alternatives to how, when and where work is organized. Alternative work arrangements (AWA), which include flextime, telecommuting, compressed work weeks and job sharing, are tools that allow organizations to implement flexibility programs in a structured, consistent manner.

Q: What are the costs and benefits of offering AWA programs?

A: Most AWA programs do not involve a direct cost to the University. In some cases, AWA programs can actually reduce administrative overhead expenses. Employees working from home will consume less energy, space and other University resources. Studies have shown that employees who work for flexible organizations tend to be more satisfied and engaged.

Flexible organizations also enjoy a competitive advantage in labor markets, gaining an edge in recruiting top talent. Other benefits include reinforcing a culture of sustainability, and ensuring ongoing operations in the event of a crisis or emergency.

Q: What types of positions are appropriate for AWA and how is AWA applied across campus?

A: Most positions are eligible for some form of alternative work, including nonexempt staff. However, some job classifications are not suitable for

Please see **WORK** page 5

Removing barriers to accessibility

By **MARGIE FISHMAN**

After injuring her ankle during a ballet class and undergoing surgery, Nadine Kaslow, professor in Emory's Department of Psychiatry and Behavioral Sciences and chief psychologist at Grady Health System, gained a small window into what it's like to navigate the Emory campus with a disability.

She learned how to schedule a paratransit van, negotiate bathroom stalls in a wheelchair and locate the nearest elevator. One time, she was late for a meeting and had to

ask a colleague to push her from Woodruff Library all the way up hill to Tufts House. "He was sweating up a storm," she remembers.

The experience sensitized Kaslow to the challenges confronted by people with disabilities every day.

"People with disabilities appreciate people who provide them with assistance — even subtle — when desired," she says. "But they don't want to be infantilized or treated as different. This often is a fine line."

Teaming up with the Office of Disability Services (ODS) and Transportation

and Parking Services, Kaslow suggested publishing a comprehensive ride guide for disabled users to learn how to schedule paratransit van stops, access Cliff shuttle routes and apply for appropriate parking permits. The guide is slated to be published in print and online in accessible formats this fall.

In the upcoming academic year, ODS will begin hosting information sessions around campus to inform the community about the range of resources available to those with temporary or chronic medical conditions and disabilities.

ODS serves undergraduate and graduate students on the Emory and Oxford campuses, along with faculty and staff at the University and Emory Healthcare, as well as visitors.

People requesting accommodations voluntarily self-identify with ODS and provide medical documentation. The office creates a tailored plan for eligible individuals.

Accommodations for students vary but may include note-taking, carrying a cafeteria tray or pulling books

Please see **RESOURCES** page 4

NEW ONLINE AT EMORY.EDU

international.emory.edu

The Office of International Affairs is the most recent division to adopt the University template for its Web site. The redesigned site illustrates Emory's commitment to preparing global citizens and working in partnership and cooperation for positive transformation in the world.

Features include a travel resource section to help students, faculty and staff prepare for travel, research or conducting business abroad. The partnerships section includes a searchable database for Emory's active agreements for research, teaching and exchanges with institutions around the world.

Also featured is information on opportunities and guidelines for Fulbright Scholars. A new section, Facts and Figures, provides a snapshot of internationalization statistics at Emory.

ER RETURNS AUG. 24

This issue concludes Emory Report's production cycle for the 2008-09.

Emory Report will resume publication on Monday, Aug. 24 to keep you informed and prepared for the new academic year.

ER welcomes event listings, story ideas and advertising inquiries for 2009-10. Contact Editor Kim Urquhart at 404-727-9507 or kim.urquhart@emory.edu.

EMORY PROFILE Reta Cobb

28 years of service to students To campus life staffer, college still feels like home

By TANIA DOWDY

To Reta Cobb, it seems like just yesterday she arrived at Oxford College to serve as the administrative assistant to the dean of campus life.

Since then, historic buildings have undergone renovations; concrete pathways have been bricked; classrooms are equipped with smart boards; and students have come and gone. But almost 28 years later, Oxford still feels like home.

"I never regretted the day that I applied for this position," says Cobb. "It has been very rewarding."

In the early 1980s, African Americans mostly occupied custodial and food service positions on campus. However, despite being the only African American to hold an administrative position at the time, she felt "very well-accepted."

"Oxford's such a loving campus and a family type of workplace. It really wasn't that hard to move into the position," the longtime Newton County resident says. "I enjoy people, but the thing I enjoy most is the students."

Campus Life at Oxford has an open-door policy, which allows students, many of whom have traveled thousands of miles away from home, to come and talk about academic or personal concerns. Cobb's welcoming smile and warm greetings puts students at ease, and

allows them to feel like they are a part of her extended family.

"By this being their first time away from home," says Cobb, "you take them under your wing and try to make them feel like they're at home away from home."

Over the years, Cobb has taken a number of students under her "wing" and many have become successful professionals.

"I told one student you are going to be my lawyer and the other student, you're going to be my doctor," she laughs. "You're sad to see them leave but you're really proud to see what they have accomplished."

As a role model, Cobb instills in student workers the importance of professionalism and timeliness through the commitment she shows to her position.

That dedication is embodied in the Reta Cobb Award, established in 1991 by the Black Student Alliance at Oxford. The award is presented to an individual who displays outstanding service and is an excellent role model for all students.

The inaugural presentation of the award was a surprise to Cobb, who calls herself "a behind-the-scenes person." Awards of distinction lay face down on her desk and are often unnoticed by visitors.



Reta Cobb is administrative assistant to the dean of campus life at Oxford College.

BRYAN MELTZ

TRIBUTE: BOND FLEMING

Former dean raised Oxford's profile

By CATHY WOOTEN

Addressing participants at a philosophy conference in 2000, Bond Fleming said, "I have always been more involved in doing than in publishing. I have sought to do my writing in the lives of students." Fleming, who died June 27 at the age of 99, was former dean of Oxford College as well as philosopher, minister and teacher.

A graduate of Emory and Candler School of Theology, he also earned a master's degree in theology and a PhD in philosophy from Boston University, remaining engaged in scholarship throughout his life.

Fleming came to Oxford in 1966, a tumultuous time in higher education and elsewhere. But the challenge he found at Oxford was not dealing with student unrest; it was the need to continue Oxford's efforts to build a solid financial footing and strengthen its ties to and place within Emory. Under his leadership, Oxford became increasingly integrated into the University as a whole. The campus added new library and athletic facilities and renovated

the student center. Recruitment efforts resulted in Oxford's highest enrollment to that time, and he designated Oxford students "continuees," as they are still called, rather than "transfers" to better express Oxford's relationship with Emory.

Fleming established the Oxford Board of Counselors and continued to attend its meetings until the past year. During his tenure as dean, he and his wife Mary Louise, who preceded him in death in 2005, held board dinners in their home, where Mrs. Fleming cooked the meal herself. This speaks of how different those times were in terms of college resources and local facilities, but it speaks too of the warm hospitality the couple was known for.

The Flemings remained in Oxford after his retirement and were active in the life of the community. An ordained Methodist minister, Fleming had worked earlier to have Oxford recognized as a national shrine of Methodism and both college and town added to the National Register of Historic Places. Continuing that work in retirement, he helped to found



Oxford remembers Neal Bond Fleming.

ANN BORDEN

the Oxford Historical Shrine Society and worked tirelessly to raise funds for the restoration of Old Church, an important landmark of Emory's history.

And so it will be in Old

Church that friends and family will gather on Aug. 8 to honor Dean Fleming in a memorial service, in and near so much of what was accomplished in this remarkable life.

Memorial service

Saturday, Aug. 8 at 11 a.m. at Old Church, Oxford Campus.

The service will be followed by a reception at Allen Memorial United Methodist Church, 803 Whatcoat Street, Oxford, Ga.

EMORY report

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People

Putting foot to paper with hiking guide

By KIM URQUHART

Take a hike, Ren Davis '73C tells urban explorers — and lists dozens of trails not far beyond the city limits. The Emory Healthcare employee, with his wife Helen, co-authored the Falcon Guide "Best Hikes Near Atlanta" released in May by Globe Pequot Press.

From mountaintop vistas to historic sites and urban pathways, the guidebook describes 35 hiking destinations within an hour's drive of Atlanta.

"We covered all four corners of the compass, from as far north as Amicalola Falls and far south as Piedmont National Wildlife Refuge," says Davis, who hiked every trail armed with a notebook, GPS and camera.

Each hike features the Davises' full-color photos; a brief route description; directions to the trailhead and GPS coordinates; an accurate trail map; and at-a-glance information on distance and difficulty level, hiking time, canine compatibility, fees and permits. Peppered throughout are "green tips" and sidebars on local lore, points of interest, and area wildlife.

"We've pulled together information about Georgia's natural and human history to give readers a sense for, what is this area we're going to be hiking in?" he says.

A native Atlantan, Davis is a local historian whose grandfather co-founded Emory Crawford Long Hospital, now Emory University Hospital Midtown. In 2003, Davis penned a book, "Caring for Atlanta: A History of Emory Crawford Long Hospital," to commemorate the hospital's redevelopment.

The avid hiker majored in history at Emory, an interest that informs much of his writing. The Davises describe themselves as "hands-on historians," with a

philosophy of preserving the past. "We feel that the best way to experience history is to walk it. Whether it's a battleground or historic neighborhood, if you experience an area at the level of a pedestrian you're more inclined to want to preserve it."

And getting people out of their cars to more closely explore the world around them "is what we're all about," Davis says. Globe Pequot Press commissioned the Davises to write the Atlanta guidebook as part of their Falcon Guide city series based on the couple's popular guides to hiking and walking the city: "Atlanta Walks" (1993) and "Georgia Walks" (2001). Both books are still in print with updated editions.

"Best Hikes Near Atlanta," released in bookstores this May, was the culmination of two years of research, writing and many miles logged on foot. Complicating matters was a burglary in the Davises' home where two computers were stolen. "I lost photographs for eight chapters! Fortunately I had backed up the manuscript to CD just the week before," he says.

Davis, a project director in the Emory Healthcare Office of Quality, offers this advice to other aspiring authors on the Emory staff: "Find a topic that interests you, that you have some expertise in or are willing to invest time in, and then research what may already be out there," he advises.

The Davises are already on to their next writing projects. "Best Easy Day Hikes Atlanta" to be released by Globe Pequot in 2010, features selections penned by the husband and wife team. And Davis has recently finished another manuscript, a guide to Civilian Conservation Corps sites in parks across the U.S.



Amicalola Falls State Park is among the many hiking destinations described. REN AND HELEN DAVIS



"Best Hikes Near Atlanta" authors Ren and Helen Davis. REN AND HELEN DAVIS

ACCLAIM

Jonathan Beitler earned the Army Achievement Medal while serving at Army aviation headquarters at Fort Rucker, Ala.



The professor in the Emory Radiation Oncology Department provided medical consultation and evaluation in three aircraft accidents. Beitler also devised a system to help reduce delays in getting pilots medically certified for flight.

Alfred W. Brann Jr. participated in the Civil Society Summit in Moscow, which meets simultaneously with the U.S.-Russian Presidential Summit. The meeting is designed to yield agendas for joint initiatives between the U.S. and Russian governments on a variety of public interest issues.



Brann, professor of pediatrics and a physician at Grady Memorial Hospital, took part in the Public Health Group at the summit. He is also director of the Atlanta-based World Health Organization/Collaborating Center in Reproductive Health.

Sheryl Heron was given the Marcus Martin Leadership in Diversity award by the Diversity Interest Group of the Society for Academic Emergency Medicine.



Heron is assistant dean for medical education and student affairs in the School of Medicine.

The Diversity Interest Group provides outreach and assistance to students from underrepresented groups with the goal of increasing retention and recruitment of emergency medicine residents from those groups.

J. David Lambeth has been selected as a 2009 Discovery Award Winner by the Society for Free Radical Biology and Medicine.



The professor of pathology was chosen for "his pioneering work related to the discovery of the NOX homologs and their regulators as a major achievement that has highly impacted the field," SFRBM said.

Lambeth will give a featured lecture at SFRBM's 16th Annual Meeting in San Francisco in November where he will be presented a cash award and medal.

"Acclaim" recognizes the accomplishments of faculty and staff. Listings may include awards and prizes; election to boards and societies; and similarly notable accomplishments at Emory or in the wider community. Emory Report relies on submissions for this column. Contact: ltking@emory.edu.

New chaplain joins Oxford

By CATHY WOOTEN

Oxford College recently welcomed a new chaplain to campus. Rev. Lyn Pace '02T was named to the role following an extensive search; he began his duties on July 1. He succeeds Rev. Judy Shema, who served Oxford for six years and was its first woman chaplain. Shema left Oxford this past February to assume the pastorate of a Methodist church in Lubbock, Texas.



Rev. Lyn Pace

"Lyn brings a passion for working with students and a commitment to service," says Oxford Dean Stephen Bowen. "We are pleased to welcome him to Oxford, where service, leadership and interfaith community are so much a part of the experience. He will be instrumental in our strengthening that tradition and exploring new ways to make their time at Oxford even more spiritually meaningful for students."

Prior to coming to Oxford, Pace was the associate chaplain, director of service learning, and director of the Bonner Scholars Program at Wofford College in Spartanburg, S.C. He earned his bachelor's degree in religion and history from Wofford in 1999 and received the master of divinity degree from Candler School of Theology in 2002. A lifelong United Methodist, Pace was ordained an elder in the South Carolina Conference of the United Methodist Church in 2005.

"Being a Candler graduate, I feel that this return to the Emory community is a personal homecoming," says Pace. He and wife Ami Hernandez reside in the city of Oxford.

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TAKE NOTE

Parking permits expire Aug. 31

Employee registration for an annual on-campus parking permit is going on now. Registration can be completed online and in person at Parking Services, 1701 Lowergate Drive in the Lowergate Parking Deck, during this period.

Parking Services says its new streamlined form for registration should be more convenient for a majority of staff and faculty.

For more information, contact Transportation and Parking Services at 404-727-1130 or visit transportation.emory.edu.

Sign up for Project Compass training

As Emory approaches the Sept. 1 PeopleSoft Financials System "go-live," the training program is in full swing. Most of the training courses offered are Distance Learning, which means that you can complete the training online and at your convenience.

Project Compass will affect nearly every department at the University and Emory Healthcare. To help you identify which courses are relevant to your role and to register for training, visit Project Compass at compass.emory.edu to outline your training plan and review the course descriptions.

In early August, there will be additional opportunities for learning during the "Talk to the Experts" training webinars. The webinars will review concepts learned during the online training and provide you with the opportunity to ask questions.

Check the Project Compass Web site for more information.

Student Counseling Center moves

The Emory University Student Counseling Center has moved from its Cox Hall office to a new home at 1462 Clifton Road, Suite 235.

The Student Counseling Center provides free, confidential counseling for enrolled undergraduate, graduate and professional students at Emory University. Consultation, outreach and educational workshops are provided for Emory's faculty, staff, and students.

To make an appointment, call 404-727-7450.

Music faculty hosts WABE radio show

Tune in to WABE 90.1 FM on Tuesdays to hear "Summer Winds," the third season of a series created by Scott Stewart of Emory's Department of Music. The one-hour program debuted on July 28 and continues each Tuesday night at 9 p.m. through Sept. 1 on Atlanta's National Public Radio affiliate.

Hosted by Stewart, Summer Winds features music written for wind ensembles and bands.

ACCESSIBILITY

RESOURCES: Info for campus navigation



BRYAN MELTZ

Recent graduate Maria Town worked with ODS and Campus Services to design what she calls a "Commencement mace chariot" to carry the silver and gold emblem in the May 11 procession.

Continued from the cover

from the library stacks, or providing adaptive technology. One student was so severely allergic to latex that ODS worked to find alternative chemicals and gloves for the custodial staff maintaining her residence hall. A staff liaison in the Health, Physical Education & Dance Department helps ODS adapt courses for eligible students.

"There is not a department on campus that we don't interact with at some point in order to facilitate accommodation," notes ODS Student Coordinator Jessalyn Smiley.

Many disabled students learned coping techniques before coming to Emory, says Smiley. As a result, they may not register with ODS because they think they can handle the situation on their own.

ODS is continuing to explore new avenues to offer reasonable access to people with disabilities.

This fall, a new paratransit van with three wheelchair stations will be in service. The van will be able to navigate nooks and crannies on campus that are not easily accessible by the Cliff shuttle. Emory also maintains hundreds of designated accessible parking spots for the disabled around campus.

The University is in the process of improving accessibility in 120 campus buildings under a \$6 million barrier removal plan that includes upgrading bathrooms, ramps and public spaces by 2012. Spearheading the effort is Manager of Accessible Design and Construction Linda Sheldon, who also provides advice to campus planners to ensure their building projects meet state and federal guidelines protecting people with disabilities.

"Most people won't even notice, but Emory will be an even more accessible environment when we're finished," says Sheldon. "Our goal is to make it seamless."

Commencement success stories

Two hours before Freshman Convocation, Maria Town realized that trying to balance herself along with a 16-pound mace could spell disaster.

Town, then president of the Student Government Association (SGA) who suffers from cerebral palsy, entrusted a friend to bear the University symbol. She vowed to carry it on her own terms for Commencement.

"It was absolutely imperative that I present the mace myself," Town says. "I had worked for this honor and I should be able to engage in it just like everyone else had."

Traditionally, the bedel, the immediate past president of the SGA, escorts the mace in advance of the University president during an academic procession.

Town, who has trouble walking, considered carrying the mace from a wheelchair, with President Jim Wagner pushing her down the aisle. But she didn't want her classmates, who had seen her without a wheelchair for four years, to worry. Wagner suggested that she consider a modified walker for the ceremony.

With assistance from ODS and Linda Sheldon in Campus Services, the walker became a reality. The campus carpentry shop outfitted it with a metal box (in Emory blue, of course), adorned with the Emory shield. The mace rested in a groove at the top, allowing Town to brake her "chariot" with her free hand. She used newly purchased ramps on stage to place the mace in its cradle.

Also new to Commencement this year was real-time captioning. ODS coordinated with Charles Minahan, a University Technology Services business analyst who is hearing impaired, to utilize existing technology to stream captioning to monitors around the Quad, the live online video feed and even to cell phones using the wireless network.

—Margie Fishman

PLAN: Committed to fulfilling vision

Continued from the cover

"We appreciate the community's continued strong support of the plan, and everyone's efforts and creativity in accomplishing so much even if with a lower resource base than originally anticipated," says Mandl, executive vice president for finance and administration. "We remain committed to our core principles and we will fulfill Emory's vision by collectively

making cost reduction choices, reallocating existing resources, and by creating new resources through entrepreneurship and philanthropy."

For the next two months, strategic theme and initiative leaders, along with deans and division directors, are documenting their progress for the past year, and formulating aspirations and plans for the next five years within the context of revised budget models, and following a

parallel planning process under way in administrative units across the University. Initiative leaders also are collaborating on a more centralized structure for administrative support.

This first in-depth overall evaluation of the strategic plan themes, initiatives and implementation strategies was conducted over a period of six months and consisted of a quantitative assessment of impact, resources, alignment and sus-

tainability, and a review of the original plans and accomplishments for the past three years.

Evaluators included deans, directors and strategic plan leaders who were asked to rank the plan's components based on several sets of criteria.

For information on the strategic plan, go to www.emory.edu/strategicplan.

Campus

5

WORK: Flexibility can cut costs, raise satisfaction

Continued from the cover

certain alternative work arrangements such as telecommuting or compressed work weeks. Usage also will vary by department, based on the department's operational needs. In departments that operate 24/7, perform clinical or laboratory research, or provide direct services to internal customers, AWA may not be the best solution.

However, there are other creative ways to infuse flexibility in daily practices, i.e. designating one day each month as "meeting-free" or implementing short-term AWA programs during non-peak periods.

Q: How are decisions regarding AWA made?

A: Developing an AWA is a joint responsibility between you and your manager. A number of factors can influence the decision or format, such as operational requirements, office coverage, effect on the work team, etc. Managers must also be mindful of wage and hour laws when evaluating AWA requests for nonexempt staff.

The WorkLife Resource Center is available to advise managers and employees on AWA implementations. For more information, contact the Center at (404) 727-8000 or visit www.worklife.emory.edu.



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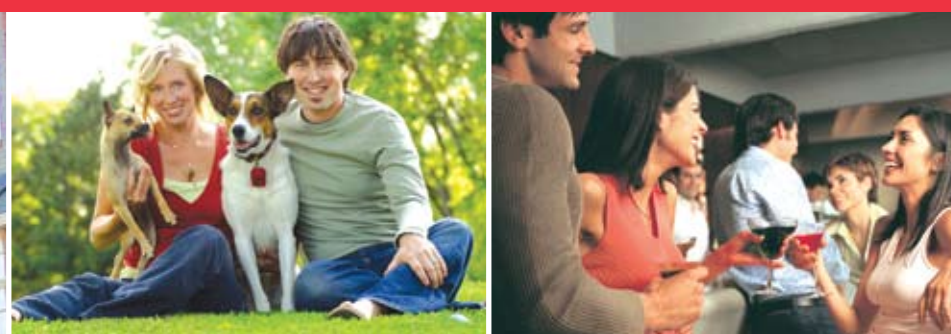
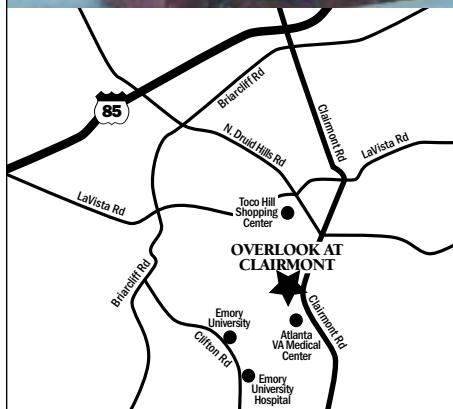


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JUST PUBLISHED

Essays chronicle dramatic shift of Latinos in South

By PATTI GHEZZI

In the late 1980s, Latino immigrants came to the Southeast seeking jobs. They built houses, mowed lawns, washed dishes in restaurants and toiled in poultry plants. The new arrivals transformed a culture that had long been starkly black and white into a multicultural society representing a range of hues, languages and ways of life.

But by 2002, attitudes toward Latino immigrants, many of whom are undocumented, had grown hostile. Many Southerners accused them of crowding the schools with their children, draining hospitals of resources and stealing jobs from American-born citizens.

The experiences of recent Latino immigrants in the South is the subject of a new book co-edited by Mary E. Odem, an associate professor in the Departments of History and Women's Studies and the director of undergraduate studies for women's studies.

Published by the University of Georgia Press, "Latino Immigrants and the Transformation of the U.S. South," is a multidisciplinary collection of essays. The book examines the phenomenon from many angles, such as racial conflict in Mississippi poultry plants and the "Mexicanization" of carpet-capital Dalton, Ga.

"Based on a variety of methodologies and approaches, the chapters present in-depth analyses of how immigration from Latin America is changing the U.S. South and how immigrants are adapting to the southern context," write Odem and co-editor Elaine Lacy, a professor in the Department of History, Political Science and Philosophy at the University of South Carolina, Aiken.

The book grew out of a 2004 conference hosted by Emory and Georgia State, with contributions from scholars in the South as well as Mexico.

In an essay titled "Hispanic Newcomers for North Carolina," authors James H. Johnson Jr. and John D. Kasarda show that Latino immigrants are not the economic drain on Southern society they are often accused of being. "For every dollar spent on essential services for Hispanics," they write, "the state received a \$10 return on its financial investment in 2004."

Odem's interest emerged as she recognized the Latino population boom as a dramatic historical development. "There was so little research on it because it's so new," she says.

She had studied anti-immigrant sentiment throughout American history and wanted to find out how growing hostility toward Latino immigrants would play out in the cradle of the civil rights movement. In an



KAY HINTON

History and women's studies professor Mary Odem co-edited "Latino Immigrants and the Transformation of the U.S. South" to offer in-depth analyses of this phenomenon.

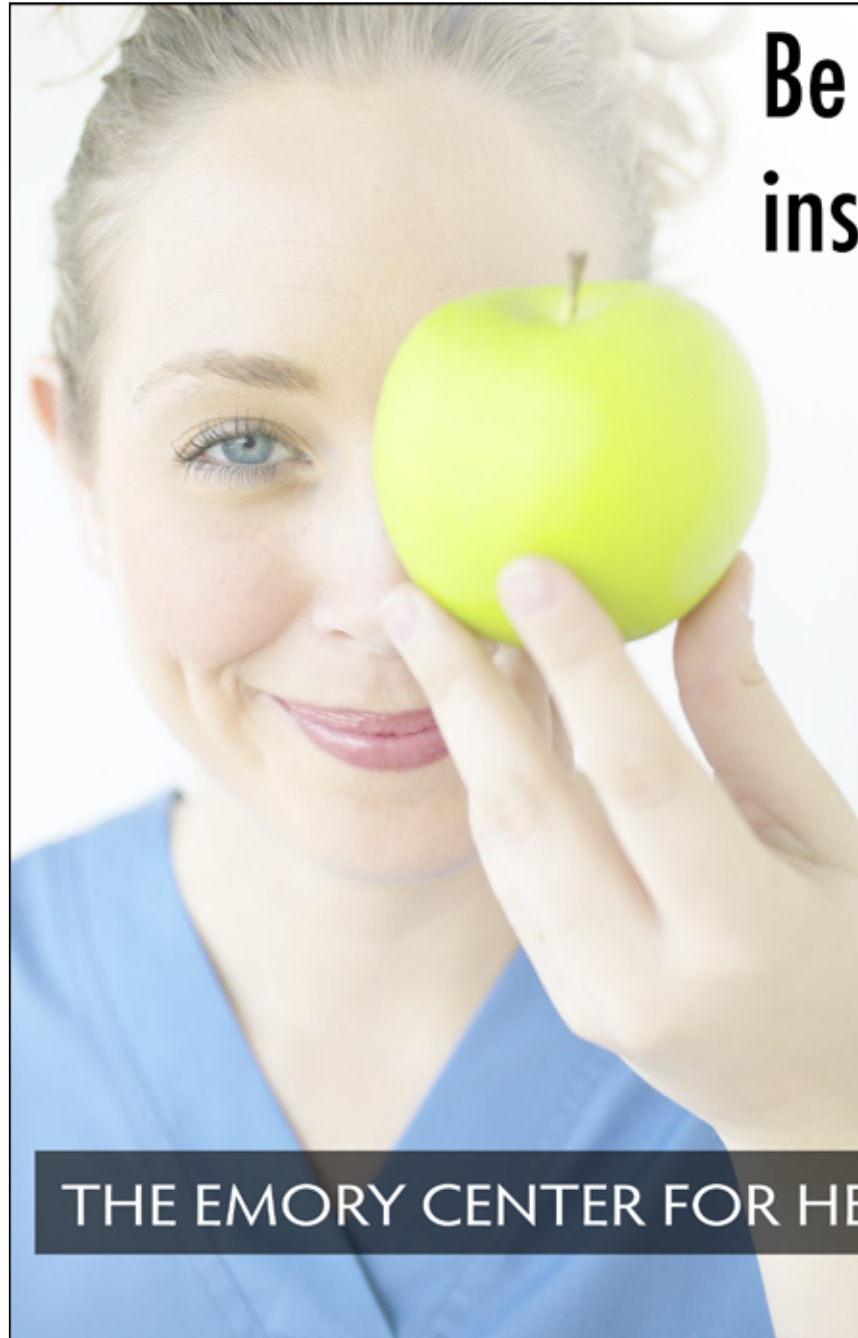
essay, she reveals how Latino immigrants struggle to carve space for themselves in Atlanta, often seeking refuge in their Catholic faith.

"Despite their importance to the economy," Odem writes, "many Latin Americans in Atlanta, particularly the large number of undocumented

immigrants, lead precarious lives."

Odem is continuing her immigration research with a focus on remittances, both monetary and social. Immigrants send to their homelands not just goods and money earned in the U.S. They send American ideas and values as well.

"Latino Immigrants and the Transformation of the U.S. South" is aimed at anyone interested in Latino immigration, including scholars, professionals who work in social services, students, policymakers and any other interested readers. Says Odem: "This is about a new era in Southern history."



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FIRST PERSON

Resilience in East Congo

By BRUCE KNAUFT

Emory College's Institute of Critical International Studies (ICIS), which I directed, has closed amid the heavy ax of budget cuts. I write today not about this foreclosure, but about how lucky I have been, how lucky most of us are, to be able to continue working in the midst of a global financial crisis — especially by way of comparison with those in many other world areas.

This spring, I had the privilege to visit once again the eastern Congo, a region that has suffered the greatest loss of life in the world from human-caused disaster — about 5.5 million persons — since World War II. Though ICIS is closed, a major project within it, funded externally by the Carnegie Corporation of New York and co-contracted with Emory, continues. This project considers “States at Regional Risk” (SARR) in various hot spots around the world, including the Great Lakes Region of East Africa.

In the wake of the 1994 genocide in Rwanda, large-scale loss of life in the Great Lakes region has now become concentrated primarily in one country — the eastern provinces of the Democratic Republic of the Congo (DRC). But the conflict that informs this catastrophe is regional and even global. It has even been described as “the first African world war,” as so many countries have been involved.

An important and troubling aspect of this conflict is not only that it has dragged on for years but that it combines dramatic, violent atrocities with a numbing drumbeat of lives lost due to famine, destruction of crops, livestock, homes, and lack of health and humanitarian services. Armed groups and militias render populous parts of rural East Congo insecure and effectively unreachable for services or aid by humanitarian organizations and the United Nations, much less the Congolese government.

Part of the problem is caused by the enormous mineral resources that the region is effectively cursed with. Gold,

Bruce Knauff is Samuel C. Dobbs Professor of Anthropology and director of the States at Regional Risk Project (SARR).

diamonds, and less well-known but lucrative minerals are often easy to procure and hugely profitable to smuggle and sell on the international market. Largely unregulated by the Congolese state in this vast region, the trade in minerals attracts militias, traders, the interests of numerous nations, the Congolese army, and commerce on the side by some U.N. workers. Even American consumers are not uninvolved; for a time, the demand for cheap new cell phones and SONY PlayStations put a premium price on smuggled coltan ore from East Congo for their manufacture.

Though the conflict in East Congo is dramatized occasionally by high-profile atrocities and especially by sexual terrorism against local women by soldiers and militias, the vast majority of lives lost in this conflict continues to fly under the radar of the media and international attention.

Intractable as this conflict is, what can we as outsiders do about it? Even the best of intentions has unintended consequences, and intervention can easily make matters worse rather than better. As we put aside our own sense of superiority, we realize that this complicated conflict imbricates many national and international interests and policies, not excluding those of our own government and the international community. It is not a conflict that “we” can solve for “them” — any more than we can easily change the composition of our cell phones.

Our SARR project emphasizes that core issues that cause and abet conflict need to be discussed frankly by those who live and work in the region itself. Strategies hatched in boardrooms, meeting halls, or academic gatherings at international venues are often at pains to effect meaningful and lasting change on the ground. With its limited resources, the SARR project cultivates dialogue across different and competing



The author visits displaced Congolese in their camp.

SPECIAL

perspectives within regions of state risk themselves.

On June 4–5, we convened a conference on the conflict of the Great Lakes Region of East Africa in Bujumbura, Burundi. Co-sponsored by the United States Institute of Peace, the conference included more than 100 East African scholars, civil society leaders, and government members. The conference looked beyond immediate conditions to candidly consider root causes of the ongoing violence. Keynote addresses were given by the head of the world's largest peace-keeping mission (MONUC), as well as the Burundian Minister of Education, and others.

This was the first conference of its kind, and it was deeply gratifying to be project director. But our initiative would have been impossible without the work of our Congolese SARR postdoctoral fellow and visiting lecturer here at Emory, Patience Kabamba. During several trips to the region preceding the conference, Dr. Kabamba built relationships, trust and collaborations that enabled the June meetings to take place.

Though I was gratified by the success of the conference —

and by the appreciative desire of those from all countries to further the dialogue at a follow-up conference — I was most impressed on a personal level by once again visiting war-torn areas of East Congo. This time, I traveled in a small group under U.N. escort and protection. With Dr. Kabamba and me were Emory graduate student Jill Rosenthal, whose trip was supported by SARR, and our security and logistical advisor, Cornelius Mbuluku.

Among other things, we traveled to a recent encampment of some 17,000 persons who, displaced by warfare, spontaneously set up their own U.N.-style refugee camp to protect themselves from armed conflict and sexual assault and also to attract the services of the U.N. and other relief organizations. We also traveled to a mass grave memorial of the Rwandan genocide that included the mummified remains of thousands of people who had been slaughtered.

What struck me most was the resilience of the living — the resilience of East Africans who, having faced challenges and atrocities that seem almost

unfathomable to us in the U.S., continue with grace and commitment to forge lives of meaning and dignity, often achieving personal and professional success in the process. The major cities and towns of the eastern DRC, Burundi and Rwanda are thriving and energetic. Their universities boast many scholars and professionals who are qualified, dedicated and smart.

Most government officials are deeply concerned and work hard to find ways to address the region's problems. Rural people who are fortunate enough not to be displaced by the conflict continue to be amazingly industrious and successful as farmers in a land that is as fertile as it has been torn by bloodshed.

Those in this difficult corner of the globe, with its worst loss of life in the world for more than half a century, refuse to give up. As I think of the challenges that Emory now faces in this time of diminished resources, I need only to remember those who I have met and respect so much in this ravaged region. I realize how lucky I continue to be, and how much from them I have yet to learn.

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Items are compiled from the University's master calendar, Emory Events, and from individual submissions to Emory Report. Submit events at least two weeks prior to the publication date at emory.edu/home/events or christi.gray@emory.edu. Listings are subject to space limitations.

ADVANCE NOTICE

Biblical works coming to Carlos

A collection of 16th century Bible illustrations from Dutch and Flemish masters comes to the Carlos Museum Oct. 17 through Jan. 24, 2010.

"Scripture for the Eyes: Bible Illustration in Netherlandish Prints of the Sixteenth Century," consisting of approximately 80 engravings and woodcuts, explores the ways in which printed illustrations of Biblical and other religious themes supplemented and magnified the texts they accompanied during a period of dramatic religious and political upheaval.

Atlanta is the only other destination for the exhibit, currently on view at the Museum of Biblical Art in New York. Illustrations are on loan from 13 institutions including the British Museum and New York's Metropolitan Museum of Art.

Also included are key items from Emory University Libraries, including five rare volumes of the Antwerp Polyglot Bible.

Tickets on sale for NPR event; dance

Tickets are on sale for the live recording of "From the Top" with host Christopher O'Riley Nov. 4 in the Schwartz Center, and the Atlanta debut of Cedar Lake Contemporary Ballet on Feb. 24-26, 2010.

"From the Top's" 10th anniversary tour of its hit NPR show features musical performances and interviews with young musicians from metro Atlanta. The internationally acclaimed Cedar Lake dance company presents a stripped-down look at renowned choreographer Ohad Naharin's "Decadance 2007."

Tickets for arts events go on sale to faculty, staff and students Sept. 9. For tickets or information: 404-727-5050, www.arts.emory.edu.

'Sex Positive' film benefits research

Atlanta's only screening of "Sex Positive" will benefit HIV/AIDS vaccine research at the Emory Vaccine Center and HIV prevention counseling and mental health services provided by Positive Impact.

The documentary will be shown Saturday, Aug. 29, at the Rialto Center for the Arts. A pre-event reception begins at 7 p.m., with portions of the AIDS Memorial Quilt on display, followed by the program at 8 p.m.

The film's subject, Richard Berkowitz, will be in attendance. Berkowitz was a hustler in New York City who became an unlikely safe-sex advocate and co-author of the first safe sex manual, "Stayin' Alive: The Invention of Safe Sex."

Tickets can be purchased at www.positiveimpact-atl.org. This film is R-rated.

For more information, contact Holly Korschun at hkorsch@emory.edu, 404-727-3990.

Seminars

Wednesday, Aug. 5

eCoi Presentation. 9 a.m. 208 White Hall. Free. ecoi-presentation-rsvp@listserv.cc.emory.edu. Also Aug. 10, at 1:30 p.m., in *Winship Ballroom, Dobbs Center*.

Special

Tuesday, Aug. 4

Farmers Market. 2-6 p.m. Cox Hall Bridge. julie.shaffer@emory.edu. Every Tuesday.

Thursday, Aug. 20

Service Award Honoree Reception. 3:30 p.m. Mathematics & Science Building Lobby. Free.

Visual Arts

Now Showing

"Slave, Soldier, Citizen: The Journey of William H. Scott." Manuscript, Archives and Rare Book Library, 10th Floor, Woodruff Library. Free. 404-727-6887. Through Aug. 8.

"O Lord, Open Thou Our Lip: An Exhibition From Prayer Book Collections." Durham Reading Room, Pitts Theology Library. Free. 404-727-1218. Through Aug. 28.

"A Keeping of Records: The Art and Life of Alice Walker." Schatten Gallery. Free. jdelliq@emory.edu. Through Sept. 27.

Explore arts offerings at Soiree

By JESSICA MOORE

The Emory College Center for Creativity & Arts' (CCA) second annual "Creativity & Arts Soiree" is a fun, free and convenient opportunity to explore the arts at Emory and try something new. Employees, students and their families are invited to join artists, neighbors and Friends members for the Soiree, Sept. 10, 4-9 p.m. at the Schwartz Center for Performing Arts. Mingle, explore Emory's "arts village," see an exhibition and performances, glimpse the upcoming season and delve into hands-on art-making and creative writing with fellow arts enthusiasts.

Wander through the Schwartz Center to see presentations by actors, musicians, dancers, poets, filmmakers and others from the departments of theater, film, music, art history and visual arts; programs for creative writing and dance; the Carlos Museum; and student organizations. View paintings by Emory alumna Susan Stubbs Robert. Sample light refreshments provided by local restaurants and bakeries, including cupcakes from Desserts by Latrell.

Get a sneak peek at some of the 300 season events during open rehearsals, readings and scenes from plays and performances and participate in sketching sculptures and



The second annual Creativity and Arts Soiree Sept. 10 includes opportunities to get creative. SPECIAL

floral still life arrangements donated by Vann Jernigan and Maud Baker Flower and Gifts, as well as poetry and graffiti walls. The Graduates, an a cappella group with Emory alumni, will perform.

Patrons can purchase tickets starting Sept. 11 before the public (tickets for Emory employees, students and Friends go on sale Sept. 9). Friends members (including those who join at the Soiree) have access to the "Friends Lounge" and its special culinary delights.

Last year 350 guests attended the Soiree when the CCA was launched. "The CCA had a lively, productive 2008-2009. We will continue working in support of Emory College arts

programs through grants, outreach and collaboration with the Creativity & Arts Initiative of the University's Strategic Plan," says CCA Executive Director Leslie Taylor. "To start the season in the spirited, imaginative way that's a hallmark of the arts, we welcome everyone to the Soiree. This new tradition is a jumping off point for the community to engage an array of artists, dive into Emory's latest creative research and discover events by our ensembles and artists."

For more information, contact creativity@emory.edu or 404-712-9894. To be a Soiree volunteer, e-mail artsintern@learnlink.emory.edu.

Puppets, politics take Theater Emory stage

By HUNTER HANGAR

Theater Emory's upcoming season offers three interpretations of an August Strindberg drama, a new science play, surreal puppets and a Broadway musical. John Ammerman, Theater Emory's new artistic director, describes the season as "striking a balance between both old and new, original and revival...breaking out and breaking forth, blending artistic views that serve a wide base of interests and tastes."

Three different simultaneous productions of August Strindberg's "Miss Julie" (Oct. 1-10) are directed by faculty Janice Akers, Michael Evenden and Donald McManus. Each sheds new light on the Swedish playwright's 1888 classic that deals with power, lust and class.

Out Of Hand Theater coproduces the world premiere "Hominid" (Nov. 12-22). Based on the true story captured by Emory psychologist and primatologist Frans de Waal in "Chimpanzee Politics," this tale of murder and greed unfolds like a modern day "Macbeth." Developed through the Playwriting Center of Theater Emory, with commissioning from Emory College's Center for Creativity & Arts and Program in Science & Society, "Hominid" is directed by alumna Ariel de Man and co-written by Ken Weitzman.

The highly acclaimed pup-



Theater Emory's production of "Miss Julie" will offer three different interpretations of the August Strindberg drama. BRYAN MELTZ

pet play rendition of Mary Shelley's classic gothic novel "Frankenstein" (Feb. 18-27) is adapted and directed by the Center for Puppetry Arts' Jon Ludwig. Originally commissioned and produced for the 1996 Olympic Arts Festival, "Frankenstein" is set in a surreal, musical world of voodoo

where horror and humor dance together to the beat of a percussion-based ensemble.

A traditionally staged production of Rodgers and Hammerstein's American musical "Oklahoma!" (April 1-11) features music by Richard Rodgers, book and lyrics by Oscar Hammerstein II, based

on the play "Green Grow the Lilacs" by Lynn Riggs, with original dances by Agnes de Mille. Emory faculty Scott Stewart is the musical director and conductor and George Staib choreographs.

For ticket and more information, call 404-727-5050, or visit www.arts.emory.edu.