

# Emory Report



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Jon Rou

Timothy Roemer, a member of the National Commission on Terrorist Attacks on the United States, answers media questions prior to his address at the Carter Center, Tuesday, Aug. 10. Roemer, a former Democratic congressman from Indiana, and the other 9/11 commissioners are touring the country discussing what individual Americans can do to help guard against terrorism. "We felt the eyes of history on our backs, the claws of al-Qaeda on our shoulders and the grief of America in our hearts," Roemer said about the seriousness with which the commissioners approached their job.

## CARTERCENTER

### 9/11 commissioner discusses findings

BY ERIC RANGUS

At a public meeting in the Carter Center, Tuesday, Aug. 10, a member of the National Commission on Terrorist Attacks on the United States detailed the manner in which the commission did its work and discussed several of its recommendations.

"We felt the eyes of history on our backs, the claws of al-Qaeda on our shoulders and the grief of America in our hearts," said Timothy Roemer, a former Democratic congressman from Indiana and one of 10 members of the bipartisan 9/11 Commission, as it came to be known. "We had a mandate to produce a report on a truthful and factual basis. We would not let this opportunity pass. There was not a day in the last two years that I didn't think about our obligation."

The 9/11 Commission issued its report on July 22 fol-

lowing a 20-month investigation. It found "across the government, there were failures of imagination, policy, capabilities and management." The commission report is now a best-selling book; copies were available following the event.

Roemer's address at the Carter Center, attended by around 100 people, is part of a grassroots effort by all the commissioners to tour the country and speak directly to citizens about its work and how individuals can help combat terrorism.

Bipartisanship and teamwork were two of Roemer's themes. "The commission has reached a unanimous report, we have endorsed every page, and there is no minority opinion," said Roemer, who, like his nine fellow commissioners, is a co-author of the report. "All of the commissioners stand by every word, every paragraph, of this

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## CAMPUSNEWS

### Emory, UMC still partners in truth

BY MICHAEL TERRAZAS

John Wesley never had to harvest a stem cell. He never injected an AIDS vaccine into a rhesus macaque. Nor did the founder of United Methodism ever probe the historical truth of the Holocaust, or grapple with what it means to be an open, ecumenical institution in a post-9/11 world.

But what Wesley did do is establish an orientation toward the Christian faith that prized education, that engaged and sought to transform its contemporary context rather than withdraw from it, that embraced rather than feared the generation of new knowledge. More than two centuries after Wesley's death, this guiding principle—of educating leaders in the world, of the world and for the world—still helps places like Emory walk the ethical tightropes that inevitably pop up in the world of top-tier research universities.

Since its founding in 1836 by the Methodist Episcopal Church (now the United Methodist Church or UMC), Emory sometimes has ventured into moral arenas that have tested and even strained its ties to the church, but as the University looks forward into the 21st century, it points to this relationship as one that will only help its progress.

"We are a University that

has a good deal of its character attributable to Wesleyan teachings and principles," President Jim Wagner said. "There is a compatibility between research and the United Methodist Church; the church preaches to us the value of knowledge, and tells us that you don't have to view that knowledge through a particular set of doctrines or dogma."

In fact, Wesleyan tradition encourages exactly the opposite; from their earliest days, Methodist institutions of higher education eschewed sectarian policies for ecumenical ones, perhaps relying upon the church for a certain ethos in administration but seeking out different denominations in their student and faculty populations.

In light of this worldview, it's no accident that of the nation's top-tier research universities, those that still claim a religious affiliation are almost exclusively Methodist related: In addition to Emory, American, Boston, Duke, Southern Methodist and Syracuse universities all are Methodist institutions, as are roughly 125 other colleges and universities in the United States and some 300 around the world.

"The Methodists got into the education game late, but when they did they were serious about it," said Dean Russell Richey of the Candler School of Theology. "They decided to



Ann Borden

United Methodist Bishop Robert Fannin, shaking hands with the newly inaugurated President Jim Wagner in April, is vice-chair of the Emory Board of Trustees. That position is just one of the many ties between the University and the church that founded it in 1836.

found universities and put their seminaries in those contexts, where the frontiers of knowledge are pushed back, where there's a diversity of intellectual perspectives, where there's a kind of free-for-all of the mind."

Candler is one of 13 UMC seminaries in the United States, and in addition to his duties as dean, Richey serves as a de facto relations officer between Emory and the church, as represented by the Georgia Conferences and the UMC's Southeastern Jurisdiction. There are other facets of the relationship, both traditional and explicit, that tie the two institutions together. More than half of Emory's

trustees are Methodists (clergy and laity), and the vice-chair customarily has been a UMC bishop. Also:

- Candler receives about \$1.5 million each year from the UMC.
- Emory College supports the Methodist Ministerial Scholarship, which covers up to 45 percent of tuition for children of active or deceased Methodist clergy.
- The General Board of Higher Education and Ministry of the United Methodist Church annually supports the University Scholar-Teacher Award, given

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## CAMPUSNEWS

### Emory ranks No. 20 in U.S. News

BY ELAINE JUSTICE

Emory ranked 20th among 248 national universities in this year's *U.S. News & World Report* annual college quality rankings. Goizueta Business School was 17th in the rankings of undergraduate business programs.

"Once again Emory has been identified as one of the nation's finest academic institutions," said Provost Earl Lewis. "Such external validation is always important, but we know that the quality of an institution cannot be reduced to one equation. We also know that, for us to remain a choice academic institution, we must continue to improve in all areas. There is no substitute for the pursuit of academic excellence in teaching, research and quality of the student experience."

Emory's rankings on the survey's components included a 15th place ranking in its student selectivity rank. Other components included a 4 out of 5 rating in academic reputation, a ninth-place ranking in faculty resources, 15th in overall financial resources, 24th in graduation and retention, and 36th in alumni giving.

The faculty resources rank

See RANKINGS on page 5



## AROUNDCAMPUS

**Wade, Shur to receive Levy Awards**

Paul Wade of pathology and laboratory medicine and Barry Shur of cell biology will receive the 2004 Albert E. Levy Awards for Excellence in Scientific Research in a ceremony to be held Wednesday, Aug. 25, at 3:30 p.m. in the Grace Crum Rollins Room of the Rollins School of Public Health.

Wade, an assistant professor, will receive the junior faculty award for his work in gene regulatory pathways in cancer cells. He has published 24 manuscripts since coming to Emory in 2000.

Shur, who will receive the senior faculty award, is Charles Howard Candler Professor and chair of cell biology. Focusing on the molecular mechanisms underlying cellular interactions, Shur has published more than 110 manuscripts during his career. He came to Emory in 1996.

The Rollins Room is on the eighth floor of the public health building. A reception will follow the awards presentation.

**Franck, Cain to tell their stories**

The Center for Women will host its sixth annual Telling Our Stories event on Tuesday, Sept. 14. Alicia Franck, senior associate vice president for University Development, and Ginger Cain, University Archivist, are the featured speakers.

The event, sponsored by the Center for Women, will begin with a 5:30 p.m. reception in the Miller-Ward Alumni House. Advanced reservations are required, and space is limited. The cost is \$25 and includes a three-course dinner.

Payment is due by Sept. 8. RSVPs and payments can be made by visiting the Center for Women's website at [www.emory.edu/WOMENS\\_CENTER](http://www.emory.edu/WOMENS_CENTER). For more information contact the Center for Women at 404-727-2000 or at [jwill04@emory.edu](mailto:jwill04@emory.edu).

## EmoryReport

Editor:

**Michael Terrazas**  
[michael.terrazas@emory.edu](mailto:michael.terrazas@emory.edu)

Senior Editor:  
**Eric Rangus**  
[eric.rangus@emory.edu](mailto:eric.rangus@emory.edu)

Designer:  
**Stephanie Stinn**  
[stephanie.stinn@emory.edu](mailto:stephanie.stinn@emory.edu)

Editorial Assistant:  
**Diya Chaudhuri**

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## FIRSTPERSON VANESSA SIDDLE WALKER

## A half-century of challenge



Jon Rou

**Vanessa Siddle Walker** is professor of educational studies.

Earlier this year, we as a nation celebrated the 50th anniversary of the U.S. Supreme Court's *Brown vs. Board of Education* decision that dismantled legal segregation in this country. The occasion gave us cause to stop and consider the progress of the last half-century, and whether the hopes and dreams embodied in *Brown* have been realized.

Our perspective on the decision—its formulation, intent and accomplishment—has been primarily a legal discussion. The anniversary has recalled the court cases that preceded the decision, the community leaders and organizations who visibly supported the cases, and the decisions of the court in recent years that threaten the implementation of the original decision. Although important, this rubric measures success or failure by a legal standard. It does not incorporate the breath of vision held by the myriad actors who joined together to accomplish *Brown*.

Carefully hidden behind the scenes of *Brown* were black educators, who crafted a dialogue with local attorneys, NAACP attorneys and community leaders that would utilize the law to accomplish their ongoing agenda for school equality. Indeed, in Georgia, the adoption of a legal approach represented the culmination of more than 50 years of advocacy for equality in black education, beginning as early as 1878. Yet the historical record has failed to consider what *Brown* was intended to be by those who fought the longest and sacrificed the most for its accomplishment.

Revisionist historical accounts have shown that many of the school environments maintained by black educators during de jure segregation were ones in which institutional and interpersonal caring permeated the climate, despite the oppressive learning environments forced upon them by local school boards. With strong community support and professional educators whose training (by 1954) in many Southern states exceeded that of their white counterparts, African American children often were buffered in their schools from the negative societal messages about their potential and encouraged to believe in what they were capable of achieving.

Black educators, on the eve of massive desegregation, argued that the desegregated schools should maintain the clubs, assemblies, leadership roles, committed educators and community support they had used to inspire children during segregation. They hoped to achieve a world where black children

would have equality of facilities and resources *and* caring environments. They did not expect to exchange one for the other. Moreover, they expressed concern about the capacity of school boards—who had no history of fairly educating black children—to implement proposed desegregation plans.

What black educators wanted for black children at the dawn of desegregation appears to be what white parents take for granted. That is, they wanted their children to be educated in environments where facilities and resources would support educational attainment and where their children would be taught by well-trained teachers who nurtured children's belief in their capacity to achieve.

This ideal has not been achieved. To the contrary, in some ways the problem has become even more pernicious since supporters of the status quo may now point to the unconstitutionality of segregation and insist that this should be the extent of state action. They say, in effect, "What more can we do?"

But much of desegregation has failed, just as black educators

ponders the "problem" inherent in black and other minority children, their parents and their communities. These children have, after all, been saved by a landmark Supreme Court decision and have become the national focus for receiving help in the current educational climate. That they still are unable to achieve, as we are constantly reminded by the language of "achievement gap," creates the perception that the problem is the children, rather than an understanding of the fixable structures that continue to create inequality in achievement.

But Americans are seldom publicly reminded of the current inequality in structures. They are generally shielded from the sacrifice that motivates many black parents to drive or bus their children to schools far from their communities because they understand that the resources and test scores are superior on another side of town. To the contrary, data from the National Opinion Research Center crisply summarizes the widely held public view of blacks: 78 percent of whites believe that blacks prefer welfare, and

### I believe in *Brown*—it took me from a segregated school in the rural South to a doctorate at Harvard—and I believe America wants to believe in *Brown*.

predicted, on the school level. School boards and personnel make choices about pupil and teacher placement, funding, and other variables that influence success, and national data show that many of these choices disadvantage African American and Hispanic youth. One-third of black children in high-poverty schools are taught by a teacher out of field. Minority schools are three times as likely to have a teacher with three or fewer years of teaching experience, and the absentee rate for teachers averages 6–10 percent per day. Black children are often in schools with larger class sizes, less technology, greater concerns about safety and more severe challenges for parental involvement. Despite our understanding of the relationship of these variables to student achievement, the disparity in access to quality education continues.

Unfortunately, instead of focusing on the inequalities in educational opportunity, the national conversation instead laments the "achievement gap" in our schools and directs public attention to accountability measures designed to close that gap, such as the "No Child Left Behind" program. The political language embedded in the policy creates an illusion of moral righteousness that, on its surface, makes the policy a difficult one to disagree with—of course, we want all children to achieve.

Yet the very language itself is questionable. To frame the discussion as the achievement "gap" makes the issue one of ineptitude, as the larger population

53 percent believe blacks are less intelligent.

When we widely embrace the language of a public policy that focuses on the students—and, implicitly, their parents—as the problem, the public can continue to ignore the structures that create the problem. If the structured inequalities were more widely known, we might imagine a conversation that focused on the "resource" gap, which attributes blame to its source rather than to its symptom.

I believe in *Brown*—it took me from a segregated school in the rural South to a doctorate at Harvard—and I believe America wants to believe in *Brown*. Indeed, America *has* to believe *Brown* was successful, because to do less stings its vision of itself and violates the Constitution we value.

Nevertheless, the *Brown* anniversary should refocus our efforts to achieve equality. Fifty years ago black students had segregated schools, overcrowded classrooms and fewer educational materials; similar inequalities still exist for many black children today. Messages the larger society sent black children pre-*Brown* doubted their ability to achieve; the messages in this moment based on the structures in many urban areas are comparable. And the strong, caring teachers and principals who worked to help achieve success for the children were fired and replaced by too many people who neither know, understand

See **FIRST PERSON** on page 5

## EMORYVOICES

Which is more entertaining, the Olympics or the presidential campaign?



The Olympics. It's easier to follow.

**Jenny Bowen**  
freshman  
Undecided



The presidential campaign. It's like verbal boxing.

**Barry Bowen**  
Emory parent  
Chicago



The Olympics because I love gymnastics.

**Michelle Chaney**  
program associate  
Interfaith Health Program



The Olympics. It's more beautiful, exciting and unpredictable.

**Maggie Turlington**  
academic records specialist  
Registrar's Office



The Olympics because they represent an internationalist point of view, as opposed to a nationalist prospective.

**Matthew Edwards**  
doctoral student  
Spanish & Portuguese



## EMORYPROFILE JULIE BERNATH

# Van wild



"Emory: A Healthy Place To Work" reads the sign stuck to the window of the Well House's new van. Julie Bernath, wellness coordinator for the Well House's Faculty Staff Assistance Program, may be sitting in the passenger seat for this picture, but she'll be the one most frequently on the driver's side while she criss-crosses campus to lead programs geared toward helping faculty and staff employees achieve a healthy balance between their work and home lives.

By Eric Rangus

Newly hired at Emory (in December) and newly married (in May) Julie Bernath has just cause to reward herself. So, two weeks ago she bought a new car.

"I had my old car for 10 years, and I promised my parents I'd run it into the ground," said Bernath, wellness coordinator for the Well House's Faculty and Staff Assistance Program (FSAP). She didn't exactly do that, but after 121,000 miles the time had come for a new ride. The ink hadn't even dried on the title of her new Honda Accord when two days later Vice President for Human Resources Alice Miller handed Bernath a set of keys to a new Chrysler Town and Country van. "Emory: A Healthy Place To Work" reads the magnetized sign stuck to the window of the pristine white van, which has just 27 miles on the odometer and that unmistakable new-car smell.

"I feel like I just won the Showcase Showdown on 'The Price Is Right,'" Bernath said, jingling the keys to the new van, which will serve as a centerpiece of Human Resources' efforts to reach to out to employees in their workplaces.

Since she was hired nine months ago, Bernath has been doing her part to contribute to back up the slogan on the van. With the vast majority of students gone, summers at Emory can be a bit laid back, but not for Bernath. She has been touring the campus, visiting departmental meetings, hosting lunch and learns, and setting up her own presentations on a variety of wellness initiatives. Themes range from good eating habits to demonstrations of yoga exercises people can do for 15 minutes at their desks.

It's all part of an FSAP effort to work with employees on developing methods to balance their work and home lives. The Worksite Lifestyle Planning Program (as it is currently known, the name may change) is in its pilot stages now, but FSAP hopes to roll it out to a wider audience soon. Currently it consists of a clinic led by Bernath where participants are screened for body mass index, blood pressure, cholesterol and glucose followed by a session to discuss some of the results. Other education sessions, tailored to the needs of the department, will take place a few months later.

For most of the summer, Bernath and whichever administrative assistant or counselor she could round up would stack scales and blood-pressure cuffs and boxes of brochures and other handouts into her old Saturn for transport to the offices of the people she'd be meeting. "Now, everything goes into the van," Bernath said. "We are a one-stop, mobile, health and wellness van."

Bernath's travels are just one aspect of a newer, more personal approach to employee relations. "What we're trying to do is get into the workplace," Bernath said. "What's been done in the past is random programming related to national recognition of holidays, like National Breast Cancer Awareness Month."

The old way might have meant an event in October, which is breast cancer awareness month. The new way called for a mailer to be sent out to more than 7,000

women in July advertising a free mammogram day for women employees and spouses of male employees. The response was so overwhelming that offering free mammograms every quarter is in the pipeline.

Not only does Bernath speak to groups, she also meets one on one with faculty and employees. Her Wednesdays, for instance, are devoted to individual nutrition counseling; she sees appointments both at Crawford Long and at the Well House. That's understandable since Bernath is a registered dietician.

"This position has been great for me because I get to use my counseling skills, not just in telling someone what's in her food but in helping motivate people to make these changes," said Bernath, adding that she

**"The message that Emory puts out is fantastic. People can actually take the time to come here and spend time talking to a counselor and really take control of their health."**

Julie Bernath, wellness coordinator

makes it a point never to question someone's food choices at the table. She herself splurged for cheeseburger on her birthday (which she ate in middle of the HR building for all to see), but this day her lunch is a good bit healthier—she brown bagged sweet potatoes, fruit, string cheese and yogurt.

"The message that Emory puts out is fantastic," Bernath said. "People can actually take the time to come here and spend time talking to a counselor and really take control of their health."

"I've been surprised by my clients," Bernath said. "I thought that when word got out that there was a

'free dietician' at the Well House, I would be bombarded by the quintessential yo-yo dieters," she continued, referring to people who bounce from fad diet to fad diet.

"But I have had an amazing variety of clients," she said. "I have had some people with severe allergies come in and ask questions about food allergies and intolerances. There are others whose physicians are able to educate them to a point about nutrition but they aren't able to fine-tune it the way a dietician would."

Her career choice is hardly a whim. "Food has always been an interest of mine," said Bernath, who worked during her formative years in both restaurants and grocery stores. Bernath even began her undergraduate career studying food marketing in the Terry College of Business at the University of Georgia on a scholarship from a major grocery store chain, but gave it up when she decided to go into dietetics.

"When I got into dietetics, I just became more and more interested in nutrition," she continued. Bernath eventually earned bachelor's and master's degrees in dietetics. "I didn't care for the illness side of it; I was much more interested in wellness."

Not wanting to work in a hospital, Bernath instead moved toward nutrition and wellness programming. Shortly after earning her master's, Bernath was hired by Corporate Sports Unlimited, a company that manages several health clubs including the Blomeyer Health and Fitness Center.

After two years with Corporate Sports, Bernath (who doubles as a clinical nutritionist at Crawford Long) transferred to Emory as its first wellness coordinator—technically, Bernath is employed by Corporate Sports and is a contract employee at Emory.

"My population is more than 20,000 people," said Bernath, whose services cover faculty and staff not only at the University but throughout all of Emory Healthcare as well. "Whenever I have an idea, I have to think of how it could be implemented in a community this size. We can't just decide to have a walking group if we're not prepared to handle 20,000 participants."

As her professional life has leaped forward, Bernath has some exciting goings on in her personal life as well. She got married in May and honeymooned in Greece, getting out just before the Summer Olympics tourist rush. Husband Max is a hospitalist at Crawford Long. ("He's a primary care doctor, but not an attending physician," Bernath said.)

"He's a much better eater than I am," Bernath said. "He grew up without sugar cereals or cartoons. I was a Cocoa Puffs/soda-type person. He eats whatever I pack for him, and he has a lot more willpower with desserts than I do."

Considering the healthy couple's lines of work, it would make sense if they met somewhere like a hospital or even a health-foods store. That wasn't the case.

"We met in a bar in Virginia-Highlands, and it was on a pub crawl," Bernath said with a laugh. "It's a good story for the kids. We're excited."



## FOCUS:HUMANRESOURCES

## Douglass retiring after 22 years at Emory

Patricia Douglass, assistant vice president for Human Resources (HR), is retiring after 22 years of service. Patricia (Pat, to those who know her) came to Emory in 1982 and hasn't looked back—until now. Her leadership, hard work and institutional commitment over the past two-plus decades have been instrumental in ensuring HR's policies, programs and services are responsive and enriching for the campus community. We would like to take this opportunity to thank her for her years of service and wish her well in retirement. Congratulations, Pat!



Pat Douglass

### Need some help?

Staff and faculty recently received an orange postcard titled "WorkPlace Resources" describing services Emory offers in support of diversity, individual development and fair treatment of all employees as core values of the University's vision. Employees are encouraged to seek answers to any questions related to their employment and to take advantage of opportunities to enhance their well-being.

The following resources are available:

- Equal Opportunity Program: 404-727-6016
- Faculty and Staff Assistance Program (FSAP): 404-727-4328
- Human Resources: 404-727-7625

Additionally, Emory supports and encourages professional development of employees to ensure that all reach their full potential. Courses available include: Communication; Management Skills; Team Effectiveness; General Courses; and Skills Enhancement Program. More information about these and other courses, including the fall training schedule, can be found at <http://emory.hr.emory.edu/training.nsf>.

For more details on these resources and programs, please refer to the WorkPlace Resources postcard. We hope you find this information useful and take advantage of the resources when needed.

### Employee Referral Program adds \$1,000 referral fee

Effective Aug. 1, the Emory Employee Referral Program began offering a \$1,000 referral fee when employees refer a friend for one of the following positions: ambulatory surgical nurse (research nurse), BMT coordinators (RN I), clinical coordinators (RN II), infusion nurse (RN III) or nursing department directors (RN IV).

The referral fee is granted after the applicant is employed for six months and before applicable taxes. For more information, visit [www.emory.edu/erp](http://www.emory.edu/erp).

### Performance management and you

Curious about the revitalized Performance Management Program and what it means to you? For more information, plan on attending attend one of the four information sessions listed below. Sessions are open to all employees, but registration is required.

- Tuesday, Aug. 24, 3–4:30 p.m., HR Building (room 100)
- Thursday, Aug. 26, 8:30–10 a.m., Cox Hall
- Tuesday, Aug. 31, 3–4:30 p.m., Cox Hall
- Wednesday, Sept. 1, 3–4:30 p.m., Cox Hall

Registration is available at <http://emory.hr.emory.edu/training.nsf/> (Click on Course Description, then Management Skills, then Performance Management—Employee Information Sessions). Seating is limited, so register today to hear more about the new program, forms and your role in the performance management process.

### Teams of Distinction?

Emory annually recognizes individual employees who make a significant contribution to the University through the Awards of Distinction program. This year we are pleased to add a new reward to encourage and recognize the impact of teamwork. More information on eligibility and procedures for this new and exciting addition to the Awards of Distinction will be forthcoming in the next several weeks.

### Keeping you in the know!

Emory is dedicated to getting and keeping employees healthy. Employees currently enrolled in an Emory Medical Plan soon will receive a new periodic publication from the benefits department, *Benefits Briefing*, designed to update, remind and inform employees about changes, additions and special programs offered by their medical plan providers.

Please read through your copy to learn more about some of the helpful new programs being offered to employees. Call your benefits representative or your health plan's member services number if you have any questions regarding the information found in the publication or about the plan itself.

Katherine Hinson is director of HR communications.

## HUMANRESOURCES

## Changes in federal labor law to affect 880 employees

BY MICHAEL TERRAZAS

In April, the U.S. Department of Labor issued new regulations under the Fair Labor Standards Act (FLSA) that will affect roughly 880 Emory employees and how they receive compensation, according to Human Resources (HR).

The changes, effective Aug. 23, are in criteria for determining whether an employee is exempt from being eligible for overtime pay or "nonexempt," meaning they are eligible. All 880 affected employees are moving from exempt to nonexempt status (no employees will move to exempt status; none will lose overtime eligibility), meaning that they now will be working on an hourly wage basis, will be paid biweekly instead of monthly, and will be eligible for overtime (time and a half) pay if they work more than 40 hours in any week.

The 880 employees are distributed among some 40 job titles across the University, from administrative assistants to program development specialists, to office managers and other positions. Two factors—pay rate and job duties—helped determine which titles would be affected. For decades, the weekly pay threshold under FLSA for exempt/nonexempt workers was \$250, according to HR. Now, employees earning less than \$455 per week will

**The changes, effective Aug. 23, are in criteria for determining whether an employee is exempt from being eligible for overtime pay or "nonexempt," meaning they are eligible.**

be considered nonexempt. Those earning more than \$455 weekly also have to satisfy certain duties requirements set forth in the regulations to be considered exempt.

"We regret the short window for implementing these changes, but the analysis for determining the positions affected was time and labor intensive," said Alice Miller, vice president for HR. "We were reluctant to communicate incomplete findings and create undue anxiety."

Pay rates and job grades for all affected employees will remain the same; the most significant change is that these individuals now will be required to record hours worked through the phone-based Time and Attendance System (TAS). Departmental timekeepers and supervisors also will have to monitor potential overtime costs.

Though moving from a salaried to an hourly position may be viewed negatively, the FLSA changes actually are designed potentially to increase

compensation for the affected employees since they now may earn overtime. Emory already employs some 3,500 nonexempt individuals in such critical positions as registered nurse, law enforcement officer and high-level technical staff.

"This is not in any way a reflection of the value of the individual," Miller said. "Rather it's important for people to remember that ultimately this is a way to make sure employees get what they're entitled to and not meant at all to suggest their positions have been devalued."

Departmental timekeepers will be responsible for training the affected employees in the TAS and for helping to monitor hours worked. Those with questions may contact their departmental HR representatives, and an "answer hotline" has been set up at 404-712-4744; callers may leave a message with their question, and someone will return the call with more information.

## HEALTHSCIENCES

## Psychiatry professor killed in car crash in China

BY RON SAUDER

Xiaohong Wang, a promising researcher in the School of Medicine, was killed July 24 in a car accident along with his sixth-grade son Jim while vacationing in Wuhan, China. He had returned to the country for the first time in a number of years to visit his parents. Wang's wife, Xiao Lan Ou, and their older son, John, escaped injury in the accident.

Wang, 47, was an assistant professor of psychiatry and behavioral sciences who specialized in the interface between immunology and psychiatry with particular regard to anxiety, depression and mood disorders in patients with cancer and other medical illnesses. He practiced throughout the Emory system at Emory Hospital, Crawford Long, Wesley Woods and Grady, where his main clinical responsibilities were in the psychiatric emergency room.

"Xiaohong Wang was a model faculty member who was universally liked and respected," said psychiatry department chair

Charles Nemeroff. "This is a tragedy and a shock whose pain will be felt not only by his family but by all his friends and colleagues here at Emory."

Wang was a graduate of the Tongji Medical University in Wuhan and served an internship at Wayne State University in Detroit and a residency at the State University of New York–Upstate Medical University in Syracuse. He also earned a Ph.D. at Texas A&M.

Wang was a recipient of numerous awards for his research, including a Janssen Psychiatry Resident Award of Excellence, a Janssen Faculty Career Development Award and a Young Investigator Award from the National Alliance for Research on Schizophrenia and Depression. Since coming to Emory in 2001, his studies provided novel insights into the role of inflammation in the development of mood disorders as well as the regulation of the neuroendocrine system. He had taken on three postdoctoral research fellows just in the past several months.

"Xiaohong was a treasured friend, whom we will all miss terribly," said Andrew Miller, profes-



Xiaohong Wang, assistant professor of psychiatry and behavioral sciences, died in a car crash in Wuhan, China, on July 24.

sor of psychiatry and behavioral sciences and director of psychiatric oncology at the Winship Cancer Institute. "He was on a major upswing in his career, and his premature death is all the more tragic when considering his immense potential to make significant contributions to the lives of so many."

The funeral was held in China. A memorial service was held Aug. 16 in Cannon Chapel.



## HEALTHSCIENCES

# \$12M grant to improve blood transfusion safety

BY HOLLY KORSCHUN

**T**ransfusion medicine experts at Emory, the American Association of Blood Banks (AABB) and the American Red Cross (ARC) will use a new \$12 million grant from the President's Emergency Plan for AIDS Relief (PEPFAR) to improve blood-transfusion safety in Kenya, South Africa, Mozambique and Guyana. The goal is to significantly decrease HIV transmission, ameliorating the personal, social, economic and political effects of HIV in those nations.

"HIV is a disaster of enormous proportions in many developing nations, including those in Africa and South America, and blood transfusion plays a significant part in transmission of HIV in those countries," said Christopher Hillyer, director of Emory's Transfusion Medicine Program and professor of pathology and laboratory medicine at the School of Medicine. Hillyer is AABB vice president and co-principal investigator of the grant, which will provide \$12 million over five years.

The United Nations Programme on HIV/AIDS estimates 40 million individuals in sub-Saharan Africa are infected with HIV, and 2.5 million of those are children. Five million new individuals in the region were infected with HIV in 2003. The World Health Organization (WHO) estimates that 5-10 percent of global HIV infections worldwide are caused by transfusion of unsafe blood and blood products.

In Africa, however, that percentage is likely much higher because few hospitals regularly test blood products for HIV and fewer than one-third of African countries have transfusion policies, procedures or guidelines to limit HIV transmission.

Karen Shoos Lipton, CEO of AABB, is principal investigator of the grant, and Roger Dodd, executive director of biomedical safety and head of the Transmissible Diseases Department at the ARC's Jerome H. Holland Laboratory for the Biomedical Sciences, is senior co-investigator. All three primary investigators are recognized authorities in national and international trans-

fusion medicine. Hillyer is slated to become the next president-elect of AABB, taking office as president in 2005.

While the risk of HIV transmission due to blood transfusion in the United States is approximately one in 5 million, this ratio approaches one in 500 in some developing countries, according to Hillyer. Virtually all blood donations in this country are voluntary, and extensive testing programs are in place to detect HIV and hepatitis C virus. In contrast, developing countries often lack basic services necessary for a safe blood supply, including reliable electricity, safe water and passable roads. These factors are essential for testing donors and donated blood, storing blood and rapidly transporting blood for transfusion.

While the majority of U.S. blood transfusions are performed in adults, in developing nations more than half of transfused blood is given to children. The primary reasons for maternal and pediatric transfusions in developing countries are anemia in early childhood or pregnancy, trauma, malaria, sickle cell dis-



Ann Borden

**Blood transfusions in developing countries are dangerous propositions when it comes to the transmission of the HIV and hepatitis C viruses. A new grant will help Christopher Hillyer, director of Emory's Transfusion Medicine Program, tackle the problem in Africa and S. America.**

ease and thalassemia. Cultural and social pressures contribute to a shortage of volunteer donors, and transfused blood often is not tested due to lack of resources, untrained workers or a cultural stigma against HIV awareness.

"Our first step with this new PEPFAR grant will be to send immediate response teams of blood-banking professionals to

the four countries to conduct assessments and hold meetings with the ministries of health," Hillyer said. "We will develop a plan, create standards and conduct training programs that incorporate all elements of transfusion medicine, including basic techniques, testing, record keeping, transportation and the creation of geographic transfusion centers."

## RANKINGS from page 1

(20 percent of the final score) is an indicator derived mainly from faculty compensation and average class size. At ninth place, Emory tied with the California Institute of Technology and had a higher rank than Stanford, Columbia (both tied at 13th), Johns Hopkins (25) and several other highly ranked universities.

Emory was 27th among national universities offering the best value. Rankings in this category were based on academic quality and the net cost to a student receiving the average amount of financial aid.

Unlike the national university rankings, the magazine's business program rankings are based solely on a survey *U.S. News* conducts of deans and senior faculty at business schools.

"Our undergraduate business program is deeply committed to providing our already gifted students with the skills and knowledge that will enable them to realize their intellectual and professional goals," said

**"Such external validation is always important, but we know that the quality of an institution cannot be reduced to one equation."**

—Provost Earl Lewis

Andrea Hershatter, assistant dean and director of the undergraduate business program.

The rankings will be in the Aug. 30 issue of the magazine, which will appear on newsstands today (Monday, Aug. 23). They also are posted at [www.usnews.com](http://www.usnews.com).

## FIRST PERSON from page 2

nor are willing to continue the struggle for racial uplift.

We cannot merely celebrate a legal victory. Rather, we must be careful to forestall the events of Reconstruction, when unprecedented advances in structural equalities were made only to have them eliminated with widely accepted social mores and subsequent Jim Crow laws. Unless we remember our history of valuing equality while ignoring and retreating from structures that would enforce it, we may find ourselves, like our predecessors, creating new names to mask old problems.

I hope not. *Brown*, like other icons we value, represents America at its best, and its pro-

ponents have rightly earned a place in history. Yet inequality, whether overt or covert, still smacks against the intent of the proponents of this decision.

When, in another 50 years, we celebrate *Brown's* 100th anniversary, I hope we will have addressed both its principles and promises. If so, then it will be time to clap. Until then, we will cling to that promise of equality, while understanding that we still have much work to do.

*This essay is based in part upon Walker's contributions to an interdisciplinary dialogue on Brown, which originally appeared in Focus on Law Studies, Vol. XIX, No. 2 (Spring 2004), a publication of the American Bar Association Division for Public Education.*

## CAMPUSNEWS

## Pay stubs to be distributed online

BY ERIC RANGUS

**I**n an ongoing effort to increase security, reduce costs and save department staff time, the payroll office has, since April, been assisting employees in receiving their direct deposit advices—the printed notices informing them that their pay has posted to their bank accounts—online.

"The biggest benefit is security," said David Thurston, assistant vice president for finance and bursar. "People can access their pay history from home or work without worrying about a piece of paper floating around campus."

This change not only will save paper, but it also will save resources such as time, since payroll advices can be distributed with the click of a few keys instead of down a hand-carried path that sometimes takes days to complete.

The pilot project began in April with online direct deposit

advice distribution in the Human Resources, Information Technology and Finance divisions. Each month more divisions across campus took part. By October, almost all the campus will be covered.

"The bulk of the schools should be completed in September," said Thurston, adding that senior administrators, Network Communications Institutional Advancement had recently joined the online rolls. "The School of Medicine, Yerkes and the Rollins School of Public Health will be left."

As Thurston said, for years Emory has been moving more toward a paperless environment and direct deposit has been a major factor in that effort. Currently 98 percent of salaried employees and 96 percent of biweekly staff receive their pay through direct deposit.

Online distribution of pay stubs also highlights the versatility of Emory's PeopleSoft

Self-Service website, which gives employees easy and secure access to their personal information from their desks.

Online delivery is simple. When paychecks are processed, employees will receive an e-mail prompt containing a reminder that the direct deposit advice is available. The e-mail will include a link to the employee self-service logon screen. (Self-service also can be accessed at [www.finance.emory.edu](http://www.finance.emory.edu) or <http://emory.hr.emory.edu>.)

Printed pay advices will not be eliminated completely, however. Pay advices for employees who do not have easy access to computers will be distributed through the individual's department. To receive a pre-printed pay advice, employees may access the "pay advice print option" on the employee self-service screen in the finance division's website. Thurston said this should affect fewer than 5 percent of Emory employees across campus.

## EMORYSNAPSHOT

**Alta Schwartz (standing) of the Institute for Comparative and International Studies (ICIS) watches as Cary Reynolds Elementary School Principal Melanie Bilda explains some paperwork to students and their parents. On Aug. 4, ICIS coordinated a service project in which Emory students served as translators to help Cary Reynolds families (who often speak little to no English) register their children for school and receive vaccinations. As many as 75 kids were vaccinated, according to ICIS, and hundreds of students and their families received help to get ready for the upcoming year at the Doraville school.**



Kay Hinton



## SCHOLARSHIP&amp;RESEARCH

## Frumkin: Urban sprawl a public health problem

BY TIA WEBSTER

Urban sprawl causes more than just traffic jams—it is taking a toll on Americans' hearts, lungs, air, drinking water, sense of community, psychological well-being and physical safety.

That's the contention of three researchers whose new book, *Urban Sprawl and Public Health: Designing, Planning and Building for Healthy Communities* (Island Press, 2004), analyzes the many health consequences of urban sprawl, the residential environment that more and more Americans now call home.

Based on their analysis, the authors make the case for "smart growth" as a public health strategy: communities that are more compact, that place homes, workplaces, stores and other land uses near each other, and that offer alternatives to the automobile for getting around. Such communities, they say, would encourage physical activity, contribute to clean air, improve personal safety and promote social interactions—in general, protect and promote health.

Howard Frumkin, professor and chair of environmental and occupational health in the Rollins School of Public Health, has joined two other of the nation's leading public health and urban planning experts to combine their years of research and experience into the 288 pages

of *Urban Sprawl*.

"The places we live, work and play affect our health," Frumkin said simply. "We have choices in the way we design our environment, and those choices matter a great deal to those who care about health. This book is a resource for health care professionals, environmentalists, architects, planners, transportation engineers, developers and students in all of those fields. It can benefit members of zoning boards whose job it is to determine the best way to design the built environment, but it can also be comfortably read and understood by members of the lay public."

Frumkin described his ideal community as a high-density, humanely scaled environment. He cites such examples as Charleston, S.C.; the Georgetown district in Washington; Annapolis, Md.; Atlanta's own Virginia-Highland neighborhood; and many European cities as models of effective, mixed-use communities.

A regular speaker to community and legislative groups about sprawl's effects on public health, Frumkin is a member of the Clean Air Campaign, the Institute of Medicine's Roundtable on Environmental Health Sciences and the Board of Physicians for Social Responsibility.

But he isn't just a rhetorical advocate for change. Frumkin practices what he preaches: He lives near his job so he can bike to work, just as his son bikes to

school. And when he's not biking or walking, Frumkin drives an environmentally friendly hybrid car to work. When he runs errands, he does "trip stacking," combining multiple errands into one outing.

In fact, when the book project began in 2001, the three collaborating authors were within a bike ride of each other at leading Atlanta research institutions: Emory, the CDC and Georgia Tech.

Lawrence Frank, who worked as an associate professor for the city and regional planning program at Georgia Tech, brought to the table his background in landscape architecture and transportation planning. He currently is the Bombardier Chair in Sustainable Transportation Systems at the School of Community and Regional Planning at the University of British Columbia. Richard Jackson, former director of the CDC's National Center for Environmental Health, now is the state public health officer for California, where he promotes statewide initiatives for healthy community design.

In *Urban Sprawl and Public Health*, the authors examine the direct and indirect impacts of sprawl on human health and well-being, discuss prospects for alternative approaches to design, land use and transportation, and outline the complex challenges of developing policy that promotes and protects public health.



Howard Frumkin, professor and chair of environmental and occupational health, does his part to combat the traffic that accompanies urban sprawl—he bikes to campus, despite the sometimes intimidating commute. Frumkin and two co-authors further explore the public health implications of urban sprawl in a newly released book.

Jack Kearse

## Scientists target tumors with 'quantum dots'



Quantum dots are nanometer-sized crystals whose chemical and physical properties could make them useful tools in the fight against cancer. Just how useful is something nanotechnology expert and Emory Professor Shuming Nie and his research team are working to find out.

BY HOLLY KORSCHUN

Emory scientists have for the first time used a new class of luminescent "quantum dot" nanoparticles in living animals to simultaneously target and image cancerous tumors. Encapsulated in a highly protective polymer coating and attached to a monoclonal anti-

body that guides them to prostate tumor sites in living mice, the quantum dots are visible using a simple mercury lamp.

The scientists believe the ability to both target and image cells in vivo represents a significant step in the quest to use nanotechnology to target, image and treat cancer, cardiovascular plaques and neurodegenerative

disease in humans. The findings appeared in the Aug. 1 edition of *Nature Biotechnology*.

The research team was led by Shuming Nie, a nanotechnology expert and professor in the joint Emory/Georgia Tech Coulter Department of Biomedical Engineering and the Winship Cancer Institute, and by Lelund Chung, professor of urology in the School of Medicine and Winship.

Quantum dots are nanometer-sized luminescent semiconductor crystals that have unique chemical and physical properties due to their size and highly compact structure. Quantum dots can be chemically linked (conjugated) to molecules such as antibodies, peptides, proteins or DNA and engineered to detect other molecules, such as those present on the surface of cancer cells.

The researchers injected human prostate cancer cells under the skin of mice to promote growth of solid prostate tumors. They then encapsulated quantum dots (made from cadmium selenide) within a highly protective coating called an ABC triblock copolymer, and over-coated the particle-polymer composite with poly (ethylene glycol). The dots were injected into the circulatory system of the mice first to test "passive" tar-

### Quantum dots can be chemically linked to molecules and engineered to detect other molecules, such as those present on the surface of cancer cells.

geting of the tumor.

Tumors grow extra blood vessels in a process called angiogenesis. These angiogenic vessels are very porous, allowing the quantum dots to leak out and accumulate at the tumor sites, where they can be detected by fluorescence imaging.

The scientists then conjugated the quantum dots to a highly specific monoclonal antibody targeted to a prostate-specific membrane antigen on the surface of the tumor cells. When injected into the mice's circulatory system, the conjugated dots selectively accumulated at the site of the tumor through binding to the antigen target. The new triblock polymer coating protected the quantum dots from attack by enzymes and other biomolecules. The active method of tumor targeting using the monoclonal antibody was much faster and more efficient than was the passive method without the antibody.

"Although other research groups have used quantum dots to

either target or image cells, we believe this is the first time in vivo targeting and imaging has been achieved simultaneously," said Xiaohu Gao, a postdoctoral fellow in Nie's group.

In previous studies without using the ABC triblock polymer, Emory scientists and other researchers experienced a significant loss of fluorescence in quantum dots administered to live animals.

"This polymer appears to lend a great deal of protection and stability to the quantum dot probes inside the animals," Gao said. "Also, cadmium and selenium ions are highly toxic, and this polymer acts like a plastic bag to protect the quantum dots from degradation and leakage."

The research was funded by the National Institutes of Health, the Georgia Cancer Coalition, the Coulter Translational Research Program at Emory and Georgia Tech, and the Department of Defense.



## EMORY/UMC from page 1

each year at Commencement (nursing's Laura Porter Kimble won the award this year).

- the University chaplain (Susan Henry-Crowe, dean of the chapel and religious life) is United Methodist.

- the Southeastern Jurisdiction approves new Emory trustees.

In short, ties between the University and the church are strong. Within such a close relationship, however, it is inevitable that disagreements occur, even given the Wesleyan tradition.

One such instance arose in 1997, when Emory and parts of the UMC differed on whether to allow same-sex commitment ceremonies in University chapels. The resulting policy states that such chapels on the Atlanta and Oxford campuses would allow services of the officially recognized campus religious groups. This not only resolved the situation at hand but provided a framework for settling comparable disputes in the future.

Despite the passions stirred on both sides of that debate, the experience turned out to be, in fact, a positive one for Emory-UMC relations.

"The church is not the university, and the university is not the church," said Bishop Lindsey Davis, an Emory trustee. "These are different organizations and systems in partnership with one another, and you try to find resolution on controversial issues that pays respect to the values of both institutions. It's not always easy, but it is well worth the effort. And, over the years, I've found it extremely rewarding."

Davis' word choice—"partnership"—is particularly helpful when trying to understand the relationship between Emory and the church. Richey said new metaphors are needed to envision the bond since established

images like "sect" or "church-state" are not accurate, and in particular the notion of a sectarian relationship between the UMC and Emory is not (and likely never was) applicable.

In fact, Richey said, influence flows just as freely from the University to the church as vice versa.

"That is absolutely true," Richey said, citing the same-sex issues as one example but also reaching back to bitter quarrels about segregation, race and gender from decades past. "We train the church's leadership. The scholarship here is important for the church's life. The University could play a more constructive role in trying to articulate or provide metaphors for this relationship."

"A lot of what the church thinks about the world is greatly influenced by the University; it's definitely a two-way street," Davis agreed. "The relationships between the church and its colleges and universities have changed a good bit in the last 50 years, and the nature of that relationship in the 21st century is still evolving."

Indeed, as Emory embarks on a quest to fulfill its vision statement and become a university not only inquiry driven but also ethically engaged, a strong and mutually beneficial relationship with the UMC could become even more important.

"The big picture is that the university is a place that invites people from all perspectives to pursue truth," Wagner said. "In some places, it's politically incorrect to pursue broader truths that deal with ethics and morals and elements of the spiritual. The relationship with the United Methodist Church ensures that our pursuit of truth spans all of human experience, including scientific, medical, historical, literary and spiritual truth."

## ROEMER from page 1

book. I think that sends a message to the American people that commissions like this can accomplish things."

During the second half of Roemer's 30-minute address, he discussed several of the commission's 41 recommendations including the creation of a national intelligence director and of a national counterterrorism center.

He spoke of creating an education fund to help counter any anti-American teachings in madrasas (Islamic religious schools). "The relationship between the United States and Saudi Arabia must be broadened and deepened beyond oil," Roemer said. "We need to see political and economic reforms take place that would begin to move that country toward an open society."

Other recommendations include a military focus on Special Operations rather than outdated Cold War weapons, changes in the FBI and in Congress, including the makeup of the intelligence committee, which limits members' terms to six years.

"We can't do it this way," said Roemer, who sat on that committee while in the House. "It's one of the most complicated committees you can sit on."

Roemer also stressed the

importance of better communication with the Muslim world and its people. "We have to understand where this hatred is coming from," he said. "The United States has to do a better job of communicating our freedoms and liberties."

From 1991–2003, Roemer served in the U.S. House of Representatives, sitting on several committees including the Permanent Select Committee on Intelligence. He was the key author of the House legislation to establish the National Commission on Terrorist Attacks on the United States.

He currently serves as president of the Center for National Policy and is a distinguished scholar at George Mason University's Mercatus Center, a nonprofit research and educational institution dedicated to improving public policy outcomes.

Roemer was introduced by Jay Hakes, director of the Jimmy Carter Presidential Library and Museum, which sponsored the event. Like Roemer, Hakes focused on the theme of bipartisanship as a means of moving forward.

"When Timothy Roemer was in Congress he became known as someone whose votes and speeches were based more on thorough knowledge of the subject than on partisanship or ideological spin," Hakes said.

## INVESTMENT PERFORMANCE FOR FUNDS AVAILABLE UNDER THE EMORY UNIVERSITY RETIREMENT PLAN

The following table shows the rates of return for the funds that are currently available under the Emory University retirement plan for the one-, five- and 10-year periods ending June 30, 2004. These rates of return were computed by persons managing these funds. Emory has neither independently verified the accuracy of these computations, nor confirmed that each such person used the same methodology to determine rates of return. The table is intended to give an overview of the relative performance of these funds. Employees should carefully review the most recent prospectus for each fund before making any decisions concerning the investment of their annuity contracts and custodial accounts under the plan.

ISSUER	FUND NAME	ONE YEAR	FIVE YEARS	10 YEARS
<b>MONEY MARKET FUND</b>				
CREF	Money Market	.67	3.10	4.22
FIDELITY	Retirement Government	.73	3.08	4.16
VANGUARD	Prime Money Market Fund	.77	3.18	4.26
	91 Day Treasury Bill Index – Money Market	.98	3.29	4.35
<b>BOND FUNDS – U.S. &amp; GLOBAL</b>				
CREF	Bond Market	.06	6.89	7.15
CREF	Inflation Linked Bond	3.10	9.15	n/a
FIDELITY	GNMA (Mortgages)	1.71	6.17	6.80
FIDELITY	Intermediate Bond	.19	6.69	6.54
FIDELITY	Investment Grade Bond	.46	6.76	6.73
FIDELITY	Strategic Income	5.33	8.10	n/a
VANGUARD	GNMA Fund	.77	6.52	7.21
VANGUARD	High-Yield Corporate Fund	7.05	4.52	7.11
VANGUARD	Inflation Protected Securities Fund	3.55	n/a	n/a
VANGUARD	Intermediate Term Corporate Fund	.02	7.38	7.50
VANGUARD	Long-Term Corporate Fund	(2.48)	7.70	8.25
VANGUARD	Long-Term Treasury Fund	(3.86)	7.85	8.58
VANGUARD	Short-Term Corporate Bond Fund	1.07	5.58	6.07
VANGUARD	Bond Market Index Fund	.23	6.51	7.11
	Lehman Brothers U.S. Aggregate Bond Index	.32	6.95	7.39
	Citigroup World Government Bond Index	5.65	7.00	6.56
<b>STOCK FUNDS – U.S.</b>				
CREF	Equity Index	19.93	(1.35)	11.34
CREF	Growth	15.75	(7.92)	8.56
CREF	Stock	21.77	(1.24)	9.97
FIDELITY	Aggressive Growth	25.47	(13.24)	7.37
FIDELITY	Blue Chip Growth	15.37	(3.91)	9.32
FIDELITY	Contrafund	24.18	2.30	13.33
FIDELITY	Disciplined Equity	17.90	(.36)	10.67
FIDELITY	Equity-Income	21.64	1.66	11.28
FIDELITY	Growth and Income	12.99	(1.70)	10.77
FIDELITY	Growth Company	25.37	.86	12.46
FIDELITY	Low-Priced Stock	32.43	15.84	16.89
FIDELITY	Magellan	14.97	(3.17)	10.09
FIDELITY	OTC	25.28	(2.63)	11.33
FIDELITY	Small Cap Stock	38.19	13.77	n/a
FIDELITY	Value	30.47	7.34	12.56
VANGUARD	500 Index Fund	18.91	(2.26)	11.75
VANGUARD	Calvert Social Index Fund	18.58	n/a	n/a
VANGUARD	Capital Opportunity Fund	38.78	14.30	n/a
VANGUARD	Growth Equity Fund	19.57	(5.57)	9.28
VANGUARD	Growth Index Fund	17.33	(4.91)	11.92
VANGUARD	PRIMECAP Fund	29.30	4.18	16.00
VANGUARD	Small-Cap Index Fund	34.38	6.98	11.62
VANGUARD	Small-Cap Value Index Fund	34.99	10.89	n/a
VANGUARD	Total Stock Market Index Fund	20.99	(1.01)	11.43
VANGUARD	U.S. Growth Fund	18.10	(12.19)	6.20
VANGUARD	U.S. Value Fund	22.07	n/a	n/a
VANGUARD	Windsor II Fund	22.19	2.05	12.65
	S&P 500 Index – U.S. Stocks	19.11	(2.21)	11.83
	NASDAQ Composite Index	26.83	(4.64)	11.83
<b>STOCK FUNDS – GLOBAL &amp; INTERNATIONAL</b>				
CREF	Global Equities	25.30	(1.59)	7.24
FIDELITY	Overseas	31.50	.23	5.21
FIDELITY	Pacific Basin	34.35	2.69	2.02
FIDELITY	Worldwide	24.83	3.66	7.10
VANGUARD	Developed Markets Index Fund	32.64	n/a	n/a
VANGUARD	Emerging Markets Index Fund	34.19	4.28	3.01
VANGUARD	European Stock Index Fund	28.84	.40	9.54
VANGUARD	International Growth Fund	28.13	.70	5.65
VANGUARD	Pacific Stock Index Fund	42.30	(.57)	(2.16)
	MSCI World Index – Global Stocks	24.00	(1.70)	7.13
	MSCI Europe, Australia & Far East (EAFE) Index	32.37	.06	4.06
<b>BALANCED FUNDS – U.S. STOCKS &amp; BONDS</b>				
CREF	Social Choice	12.02	2.12	10.31
FIDELITY	Asset Manager	8.14	2.90	8.67
FIDELITY	Asset Manager: Growth	10.60	.33	8.52
FIDELITY	Puritan	15.15	3.85	9.85
VANGUARD	LifeStrategy Conservative Growth	9.89	3.81	n/a
VANGUARD	LifeStrategy Growth Fund	19.26	.95	n/a
VANGUARD	LifeStrategy Income Fund	5.24	5.06	n/a
VANGUARD	LifeStrategy Moderate Growth Fund	14.38	2.55	n/a
VANGUARD	Wellington Fund	13.90	5.20	11.66
<b>SPECIALITY FUNDS</b>				
CREF	Real Estate	8.64	7.19	n/a
FIDELITY	Financial Services	19.16	4.63	15.06
FIDELITY	Real Estate	27.23	14.97	12.27
FIDELITY	Technology	25.02	(4.91)	14.93
FIDELITY	Utilities	7.25	(7.70)	6.48
VANGUARD	Energy Fund	36.37	14.52	13.47
VANGUARD	Health Care	17.36	12.25	21.32
VANGUARD	REIT Index Fund	25.73	13.94	n/a
<b>ANNUITY FUNDS</b>				
CREF	Annuity	4.01	7.01	7.03

\*THE "N/A" INDICATES THAT THE FUND HAS NOT BEEN IN EXISTENCE FOR THAT PARTICULAR PERIOD OF TIME.

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For online event information, visit [www.emory.edu/TODAY](http://www.emory.edu/TODAY)

Events for the Emory Community

## PERFORMING ARTS

## WEDNESDAY, AUG. 25

## Film premiere

A free premiere showing of *Who Nose?*, co-produced, directed and written by Neil Shulman, associate professor of medicine. 7:30 p.m. Harland Cinema, Dobbs Center. 1-800-444-1834.

## SUNDAY, SEPT. 12

## University Organist Recital Series

Timothy Albrecht, University Organist, performing. 4 p.m. Glenn Auditorium. Free. 404-727-5050.

## SUNDAY, SEPT. 19

## Oxford Lyceum concert

Timothy Albrecht, University Organist, performing. 3 p.m. Tarbuton Performing Arts Center, Oxford. Free. 770-784-8389.

## VISUAL ARTS

## Schatten Gallery exhibit

"Avoda: Objects of the Spirit." Features over 30 Jewish ceremonial objects by painter and sculptor Tobi Kahn. Schatten Gallery, Woodruff Library. Free. 404-727-6861. **Runs through Oct. 15.**

## Schatten Gallery exhibit

"Vladimir Viderman: Art from St. Petersburg, Russia—A Retrospective of Paintings & Graphics." Schatten Gallery, Woodruff Library. Free.

404-727-6861. **Runs through Oct. 15.**

## Special Collections exhibit

"Highlights from the Raymond Danowski Poetry Library." Jones Room, Woodruff Library. Free. 404-727-7620. **Runs through Oct. 30.**

## LECTURES

## THURSDAY, AUG. 26

## Surgical Grand Rounds

"Management of Hepatocellular Carcinoma: Dealer's Choice." David Kooby, surgical oncology, presenting. 7 a.m. Emory Hospital Auditorium. Free. 404-712-2196.

## THURSDAY, SEPT. 2

## Surgical Grand Rounds

"Portal Hypertension." Mary Lester, surgery, presenting. 7 a.m. Emory Hospital Auditorium. Free. 404-712-2196.

## THURSDAY, SEPT. 9

## Surgical Grand Rounds

"Operative and Nonoperative Approaches in Patients With Difficult Hepatic and Splenic Injuries." Leon Pachter, Tisch Hospital (NY), presenting. 7 a.m. Emory Hospital Auditorium. 404-712-2196.

## TUESDAY, SEPT. 14

## William E. Mitch Lecture in Nephrology

William Mitch, former Emory neurology division director, presenting. 4:30 p.m. Emory Hospital Auditorium. Free. 404-712-2660.

## CND lecture

"Presynaptic Proteins and Presynaptic Function in Cognitive Behavior." Craig Powell, University of Texas Southwestern Medical Center, presenting. Noon. 500 Whitehead. Free. 404-727-3727.

## SPECIAL

## MONDAYS

## Weekly Zen sitting meditation

Weekly sitting meditation and instruction in the Soto Zen tradition. 4:30 p.m. Rustin Chapel, Cannon Chapel. Free. 404-727-5120.

## WEDNESDAYS

## Zen meditation and instruction

4:30 p.m. Religious Life Apartment (HP01), Clairmont Campus. Free. 404-688-1299.

## THURSDAYS

## Carlos Museum Thursday Evenings

Visit the Carlos Museum on Thursdays, when galleries are open for extended hours until 9 p.m. Free. 404-727-4282.

## TUESDAY, AUG. 24

## Convocation

4:30 p.m. Glenn Auditorium. Free. 404-727-6022.

## TUESDAY, AUG. 31

## EndNote workshop

10 a.m. 310 Woodruff Library. Free. 404-727-0147. **Also Sept. 16 at 1 p.m.**

## WEDNESDAY, SEPT. 1

## Internet workshop

2 p.m. 310 Woodruff Library. Free. 404-727-0147. **Also Sept. 13 at 3 p.m.**

## Laptop clinic

3 p.m. 310 Woodruff Library. Free. 404-727-0300. **Also Sept. 15 at 3 p.m.**

## FRIDAY, SEPT. 3

## Servant Leadership brown bag lunch

Luther Smith, presenting. Noon. 231 Goizueta Business School. Free. 404-727-7664.

## Conversation group meets

**Sept. 17 at noon, Cannon Chapel.**

## MONDAY, SEPT. 6

## Bloodborne Pathogen Training

10 a.m. 306 Dental School. Free. 404-727-4910. **Also Sept. 20 at 2 p.m.**

## TUESDAY, SEPT. 7

## Database research workshop

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

## WEDNESDAY, SEPT. 8

## Government documents workshop

3 p.m. 310 Woodruff Library. Free. 404-727-0893.

## THURSDAY, SEPT. 9

## Electronic Reserves for faculty and TAs

2:30 p.m. 314 Woodruff Library. Free. 404-727-6867. **Also Sept. 14 at 2:30 p.m.**

## Google workshop

2:30 p.m. 310 Woodruff Library. Free. 404-727-0178. **Also Sept. 14 at 2:30 p.m.**

## Executive MBA open house

207 Goizueta Business School. Free. 404-727-8124.

## Friends of Emory Libraries event

"A Celebration of the Raymond Danowski Poetry Library with Dana Gioia." Dana Gioia, poet, reading. 6:30 p.m. Jones Room, Woodruff Library. Free. 404-727-7620.

## FRIDAY, SEPT. 10

## Library basics workshop

10:40 a.m. 310 Woodruff Library. Free. 404-727-2192. **Also Sept. 17 at 10:40 a.m.**

**\*\*\*Please recycle this newspaper.**

For sports information, visit [www.go.emory.edu](http://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.

# AVODA: *objects of the spirit*

## Schatten exhibit an exploration of ritual

Running through Oct. 15 in Schatten Gallery is "Avoda: Objects of the Spirit," an exhibition of more than 30 Jewish ceremonial objects from New York-based painter and sculptor Tobi Kahn. Kahn says the exhibition is intended to be a catalyst for personal and interfaith explorations of ritual. Whether people invent a ritual to satisfy a personal need or participate in contemporary expressions of an ancient ritual, he says, they fulfill a primary need to create and distill meaning from experience. Kahn will be on hand for an opening reception and gallery talk on Sunday, Aug. 29, from 4–6 p.m. From Aug. 30–Sept. 1, Kahn will lead three days of intensive, hands-on educational workshops for area students and educators. For more information about the exhibit or the workshops, call 404-727-6861.



HADAHR (Etrog Container Acrylic on Wood, Tobi Kahn, 1992)



ARUGA I (Besamin (Spice) Container Acrylic on Wood, Tobi Kahn 1987)



ORAH (Acrylic on Wood, Tobi Kahn, 1987)