

Emory Report



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Ann Borden

Merle Black (standing) was one of two Emory political experts to appear in an Oct. 26 panel discussion, "Presidential Elections in an Age of Uncertainty," held at the Atlanta History Center. Joining him was (left to right) fellow Emory professor Alan Abramowitz, along with Harvard University's Thomas Patterson and CNN anchor Carol Costello, who moderated the event. All three political scientists said unusually high interest in this year's campaign likely will lead to the highest levels of voter participation in decades. They also offered explanations for why current battles between Democrats and Republicans are so divisive.

CAMPUSNEWS

History Center panel examines Election '04

BY MICHAEL TERRAZAS

One short week before what looks to be one of the most hotly contested elections in recent American history, Emory lent two of its renowned political voices to a panel discussion on "Presidential Elections in an Age of Uncertainty," Oct. 26 at the Atlanta History Center.

Alan Abramowitz, Alben W. Barkley Professor of Political Science, and Merle Black, Asa G. Candler Professor of Politics and Government—both widely quoted experts on elections and politics—joined Harvard University's Thomas Patterson (Bradlee Professor of Government and the Press) for a discussion moderated by CNN anchor Carol Costello, host of "CNN Daybreak." The event was cosponsored by Emory's Center for the Study of Public Scholarship and the Institute for Comparative and International Studies.

Each panelist delivered a

10-minute address before the floor was opened for questions from the 100 or so in attendance. All three men agreed that the 2004 election could see the highest voter participation rate in decades, perhaps rising into the 60 percent range of eligible voters casting ballots. Certainly fueling that interest is a presidential race—indeed, a state of partisan politics in general—that is bitterly divisive.

"I can't recall any time in history when the division of the political parties in the electorate was so clear," Black said. With both houses of Congress narrowly divided between Republicans and Democrats, he added, each party has hopes of winning control. "There's little incentive to compromise when you think you're one election away from a majority."

Abramowitz predicted two keys to the election: the decisions

See ELECTION on page 7

EMERITUSCOLLEGE

Celebration honors Long's distinguished career

BY ERIC RANGUS

With research interests that encompass art, music, dance, literature, African American studies and a whole host of other disciplines, honoring the career of emeritus Professor Richard Long in one evening would be difficult.

His friends tried their best, though.

Long was the featured guest at Emeritus College's Alumni-Emeriti Teacher Appreciation Celebration, held Wednesday, Oct. 27, in Miller-Ward Alumni House, where 100 of his colleagues, friends and former students gathered to celebrate Long and his continuing accomplishments.

Walter Reed, director of the Graduate Institute of Liberal Arts (ILA) and professor of English, recalled the first time he saw Long. Reed asked a colleague who "that elegant man" was. "I've spent the last 18 years finding out who Richard Long is," he said. "And the more I find out, my jaw just drops. It's just incredible."

Long, Haygood Professor Emeritus in the ILA, was a faculty member from 1986–2001, an adjunct for 13 years before that and after his retirement, if the many gracious attendees could be believed, he is now a legend.

"When he announced his

retirement, there was no discussion in the ILA of replacing him," said Professor Dana White. "It was impossible."

"Richard's store of information about every subject imaginable is literally limitless," said Emory College Dean and former ILA Director Bobby Paul. "No one that I know of has ever brought up a topic of conversation in his presence about which he was unable to discourse with his vast knowledge and understanding—and with the drollest wit imaginable."

"The national reputation Emory enjoys as a premier place for the study of African American literature and culture is due to Richard Long," said ILA Associate Professor Rudolph Byrd.

Not all guests were Emory faculty. In fact, not all guests were even in attendance. Poet Maya Angelou, appearing via video screen, delivered a pre-recorded message for "my darling Richard Long" and dedicated a reading of her poem "A Georgia Song" to him.

But perhaps even more dramatic than Angelou's message was the "Movement Tribute to Richard Long," by dance faculty Sally Radell, Lori Teague and Amanda Lower. As one of Long's research specialties is dance, the telling of his story using just a few words and a lot of motion was wholly appropriate and fully mesmerizing.



Jon Rou

Richard Long, Haygood Professor Emeritus in the Graduate Institute of Liberal Arts, was clearly moved by his many friends and former students who gathered to honor him as part of an Emeritus College-sponsored event, Oct. 27.

Near the end of the performance, the three dancers mixed descriptions of Long with related movements. *Eccentric, thoughtful, fun, dramatic, generous*, the three chanted. Not only did the trio illustrate the measures of the man, but the mood of the entire evening, as well.

"I don't know what to say after all that," Long said upon stepping to podium to close the evening. "But since I'm never

really speechless ..."

Long updated the crowd on his activities, which validated all the earlier compliments on his wide range of interests. Before the year is up, Long will travel to New York for a museum opening, Thailand to sit on a dissertation review committee and Paris for a meeting on African American studies.

STRATEGICPLANNING

Town hall meeting to report progress

The Strategic Planning Steering Committee co-chairs—Earl Lewis, provost and executive vice president for academic affairs, and Michael Johns, executive vice president for health affairs—will hold a town hall meeting in Winship Ballroom this Thursday, Nov. 4, from noon to 1:30 p.m. to report on the plan and answer questions.

Launched last year and continuing through 2004–05, the strategic planning process is scheduled to conclude next June. On the agenda at Thursday's town hall will be a discussion of the recently identified cross-cutting initiatives—issues of strategic importance to the entire University such as internationalization, an area being examined by a task force led by Goizueta Business School Dean Tom Robertson.

Other agenda items include key strategic issues facing the University; the strategic planning process and its timeline for completion; and the plan's link to Emory's upcoming comprehensive campaign.

Town hall attendees are encouraged to bring lunch; beverages and snacks will be provided. For more information, contact Makeba Morgan Hill at 404-778-4312 or makeba_morgan_hill@emory-healthcare.org. For information on the strategic planning process, visit www.admin.emory.edu/StrategicPlan/.

AROUNDCAMPUS

Charter Week planning in full swing

The Charter Celebration Planning Committee is asking the Emory community for suggestions on events for inclusion in the Charter Week schedule, Jan. 24–29, 2005. The Charter Celebration is a weeklong series of activities to commemorate Emory's 1915 charter.

To submit a suggestion, e-mail Sally Wolff King at swolff@emory.edu. The deadline is Nov. 15.

PCORE to offer travel funding

The President's Commission on Race and Ethnicity (PCOE) and the Office of Equal Opportunity Programs (EOP) are offering conference travel assistance through the Professional Development Fund.

An application and criteria for award selection can be found at www.pcore.emory.edu. Follow the link to "Professional Development Fund." The deadline for submission is Dec. 1.

Unsung Heroines nominations open through Nov. 15

The Center for Women is accepting nominations for the eighth annual Unsung Heroine Awards. Eligible categories include undergraduate and graduate students, alumna, faculty, staff, administrator and retiree. The awards will be presented Feb. 17, 2005.

Nomination letters are due by Nov. 15. For more information, call 404-727-2031 or send e-mail to Jennifer Federovich at jfederov@emory.edu.

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FIRSTPERSON SARALYN CHESNUT

The agenda of 1



Jon Rou

Saralyn Chesnut is director of the Office of LGBT Life.

The issue of same-sex marriage is on many Americans' minds this election year. We have heard arguments for and against a proposed Federal Marriage Amendment (FMA) that would define marriage as between a man and a woman only. Voters in Missouri and Louisiana already have ratified state constitutional amendments that prohibit same-sex marriage, and on Nov. 2 voters in 11 additional states will decide whether to do the same. Georgia is one of these 11.

Yet Georgia's Amendment 1 is not really about same-sex marriage, which is already prohibited under Georgia's 1996 Defense of Marriage Act (DOMA). Supporters of Amendment 1 purport to be worried about "activist judges" who might overturn the law, but in reality, same-sex marriage is not on the horizon in the state of Georgia. No, even Georgia voters who do not approve of same-sex marriage can—and should—vote against Amendment 1. Here are five reasons why:

1) *The Amendment 1 question on the ballot deceives voters.*

Georgians will be asked to vote yes or no to the following question on their ballots on Nov. 2: "Shall the Constitution be amended so as to provide that this state shall recognize as marriage only the union of man and woman?"

However, this is the full language of the amendment, as passed by the Georgia General Assembly (SR 595):

"Paragraph I. Recognition of marriage. (a) This state shall recognize as marriage only the union of man and woman.

Marriages between persons of the same sex are prohibited in this state. (b) No union between persons of the same sex shall be recognized by this state as entitled to the benefits of marriage. This state shall not give effect to any public act, record or judicial proceeding of any other state or jurisdiction respecting a relationship between persons of the same sex that is treated as a marriage under the laws of such other state or jurisdiction. The courts of this state shall have no jurisdiction to grant a divorce or separate maintenance with respect to any such relationship or otherwise to consider or rule on any of the parties' respective rights arising as a result of or in connection with such relationship."

Section (b) above is the problem. A close reading of its second sentence makes clear that its real intent is to prohibit not just marriage, but any arrangement that grants recognition or benefits to same-sex couples and families, from Vermont-style civil unions to employer-provided domestic-partner benefits. It is unconscionable that the full language of Amendment 1 does not appear on the ballot, and that voters will not therefore know exactly what they are voting for. 2) *Amendment 1 will deny Georgia citizens in same-sex relationships any of the benefits of marriage, including domestic partner benefits. Many Georgians will lose benefits they already have.*

Surveys indicate that while a majority of Georgians oppose same-sex marriage, most also believe that in certain instances same-sex couples' relationships should be recognized. For example, most believe that if one partner in a long-term relationship is hospitalized, the other should be considered a family member for purposes of visitation and medical decision-making. The language in Amendment 1 admits of no such exceptions. A couple who had been together for more than 20 years would remain strangers in the eyes of the law.

Further, if Amendment 1 passes, employers who currently offer benefits to the same-sex domestic partners of their employees may be obliged to stop. In some cases, domestic partners and their children would lose health insurance coverage or other significant benefits. How would this be good for Georgia or its citizens?

3) *Amendment 1 will take away the right of local communities to make their own decisions. It will prevent cities and counties from setting their own benefits policies, as they have traditionally done. It also will take away the rights of workers, unions and employers to freely negotiate contracts.*

Under Amendment 1, municipalities and private employers will lose the right to make decisions for themselves about employee benefits, or to negotiate terms of employment. It is hard to see how this squares with the conservative goal of a less-intrusive government. Moreover, business leaders already have warned that businesses in the state will find it harder to compete for the best employees if their hands are tied on the benefits they can offer. 4) *Amendment 1 singles out a group of tax-paying Georgia citizens and subjects this group to discriminatory, unequal treatment.*

Some argue that the only democratic way to handle controversial issues like those addressed in Amendment 1 is to put them to a vote and let the majority decide. They tend to forget that in a democracy, the rights of minorities must be protected against what James Madison called "the omnipotence of the majority." Madison put it this way in *Federalist No.*

10: "[M]easures are too often decided, not according to the rules of justice and the rights of the minor party, but by the superior force of an interested and overbearing majority."

If the *Brown v. Board of Education* Supreme Court decision had never been issued, for example, and Georgia voters had been asked in 1954 to decide whether our schools would remain racially segregated, the majority almost certainly would have voted in favor of segregation. Because of their larger numbers, the white majority's prejudice would have trumped "the rules of justice and the rights of the minor party." Before we decide to subject the rights of any minority to a vote, we should ask ourselves whether we really want to live in a state where members of a minority group have no rights except those the majority group is willing to grant them.

5) *Amendment 1 will hurt real people and families.*

The rights and benefits that come with marriage are not abstractions; they affect real people and their families. The Government Accountability Office (GAO) was recently asked to identify these legal rights and benefits. They identified more than 1,100, ranging from inheritance and taxation to immigration. If people in same-sex relationships are categorically denied these rights and benefits, they and their families will be harmed in some very concrete ways.

I think, for example, of a friend here at Emory—I'll call her Anna—whose long-term partner died of breast cancer after a lengthy course of treatment and several hospitalizations. Anna's partner had no employer-provided health insurance. Fortunately, because Emory offers domestic-partner benefits, Anna covered her partner under her policy.

Later, because Emory recognizes domestic partners as family members, Anna was able to take medical leave under the Family and Medical Leave Act to be with her partner in the hospital for the last week of her life. Anna also was eligible for bereavement leave upon her partner's death.

I try to imagine how Anna's life might have been different if Emory was prohibited from recognizing domestic partnerships. How would they have paid for her partner's care? Would she still be paying off the medical bills? Would she still have a job, or would she have lost it when her attendance pattern changed? Or maybe she would have decided she had to keep coming to work to keep her job, even while her partner lay alone in a hospital bed.

I hope I never have to find out.

EMORYVOICES

What is the single most important issue in this year's election?



Health care is an important issue; it's been reported there are 44 million uninsured Americans.

Cassandra Blackburn
administrative assistant
Office of the President



Although I don't vote, I would say the war in Iraq, of course. It gets disguised as being part of the war on terrorism.

Giuliana Carugati
assistant professor
French & Italian



Morals, family values, religion—since I am a born again Christian.

Cathy Tippet
visitor
Emory Hospital



The president has the potential to choose the most Supreme Court justices. Keeping more moderates.

Mana Kharrazi
junior
International Studies/
Middle Eastern Studies



Preventing the passage of Amendment 1 in Georgia. And same-sex unions.

Paul Towne
associate director
alumni relations
Goizueta Business School

EMORYPROFILE MARY CAHILL

INVESTED INTEREST

BY ERIC RANGUS

The Emory community encompasses more than just the leafy main campus, congested Clifton corridor, faraway Oxford, or even satellites like the Carter Center and Crawford Long Hospital.

Emory also has a place in trendy Buckhead. Not every window from every Emory office has to look out on students tossing a Frisbee on green grass. Views of skyscrapers and harried executives hustling double-time between afternoon meetings have their place, as well.

"My first preference was to have offices on campus, in the thick of the Emory community, but there was just no room," said Mary Cahill, vice president of investments, chief investment officer and leader of the Emory Investment Management (EIM) group. The group, which Cahill manages, is charged with overseeing the University's financial investments, primarily its \$4 billion endowment, the ninth largest in the country.

"My area of responsibility is so very different and so very specialized that sometimes, yes, it feels like we're a bit separate from the University, but I work hard to keep the team involved," said Cahill, who meets regularly with the Board of Trustees' investment committee, which oversees the work of her group. Understanding the University's vision and the developing strategic plan are important aspects in establishing the optimal investment program, she said.

After she was hired in January 2001 Cahill created the EIM group, which had a variety of goals ranging from strategically and thoughtfully diversifying Emory's portfolio to reviewing risk management procedures and studying asset allocations. Before her arrival, investment research had been outsourced; she brought it back inside. She purchased new computers and added a central database and information tracking systems. She grew the investment team from seven to 12 positions and also cultivates internal talent by initiating an internship program in partnership with the Goizueta Business School.

Cahill, holder of an MBA degree and a certified financial advisor (CFA), has more than 25 years' experience in the management of institutional assets; prior to coming to the University, she managed Xerox's pension plan. Emory is Cahill's first position at a nonprofit institution.

"Endowments are longer term concerns in nonprofits," Cahill continued. "We're not as concerned with quarterly earnings as a corporation might be. There are other pressures in managing Emory's unique mix. Because of the long-term nature of the endowment, we have the opportunity to invest in some interesting areas."

Such investments have the potential to add significant value, but require an initial investment in people and infrastructure. "We have made those vital investments and are poised for upward trajectory and continued growth," Cahill said, adding that her team and Board of Trustees' investment committee continue to move the endowment into non-traditional investments with long-term objectives.

Diversifying Emory's portfolio has been a focus of the EIM group and the investment committee for past three years. Cahill and her team created an investment manager pool and transferred all assets actively managed by both internal staff and external firms into it. Diversifying this pool meant increasing the number of external firms that Emory uses to manage its assets while decreasing investment manager concentrations. The net result is more value to our portfolios.

While Cahill admits the perception of Emory as closely aligned with the Coca-Cola Co. is accurate (about 30 percent of the endowment is Coca-Cola stock; no other single company has a profile as high as 1 percent), that profile is changing.

"Emory has benefited extraordinarily from the generosity of the Coca-Cola Company," Cahill said. "We should never lose sight of that, but we need to broaden our outlook as we plan for the future," Cahill said. "Part of our job is to implement stock



Mary Cahill, vice president of investments, chief investment officer and leader of the Emory Investment Management (EIM) group, is in charge of overseeing the University's financial investments. With a \$4 billion endowment, that is no small task, but since coming to Emory in 2001, she has put together a system that serves as a leader in the industry.

Jack Keane

diversification programs set by the investment committee, but most of what we do is ensure the investment manager pool, which does not hold Coca-Cola stock, is sufficiently diversified."

While the endowment's value has rebounded in the past year, it lost around \$300 million in value in FY02-03. Tumultuous global financial markets had something to do with that, but some of the country's top 10 endowments saw gains. Part of the explanation again, has to do with overall diversification.

"Our diversification into other asset classes is [still] not as mature as the other schools," Cahill said. "They were earning money on investments they made in 1995 that paid out earnings in 2003. We did not make that 1995 investments and, therefore, did not benefit from the same level of earnings. So, as our portfolio matures, we will look more and more like other universities, but it requires time."

In Cahill's eyes, the recent drops in Emory's endowment value are not uncommon and certainly not crises. To prevent further drops, though, the EIM group has put a lot of effort into risk management and diversification.

Things are looking up. FY04 ended Aug. 31 and while the audited calculations are not yet in, Cahill said that while Emory may not move up on its peer list, the endowment's value should once again be over \$4 billion.

Emory's endowment is a complicated creature. For one thing, it is not a \$4 billion lump sum. It is separated into what Cahill terms "buckets of money" (some organizations use the phrase "pots of money," but \$4 billion requires larger receptacles). Some donors specify exactly what their money must be used for. A portion of the Coca-Cola stock, for instance, is earmarked for the Woodruff Health Sciences Center and cannot be used for other purposes or investments. The Goizueta Business School has its funds, also the School of Law, and so on.

The money that is not restricted is free to be invested as the University sees fit, and there are strict limitations on any appreciation from Emory's investments. From there, the money is broken down further. Those asset classes include line items such as U.S. bonds, real estate or natural resources, and each asset class has its own group of investment managers to guide it.

"Once we had the people and systems in place to analyze the endowment, it had a significant growth tilt," Cahill said. "We neutralized that tilt, held on and lost some money. Now we have a portfolio I'm much more comfortable with. It's outperforming its benchmark, and the investment management pool—the part we actively manage—is looking very good for fiscal year 2004. The overall outlook for Emory and the endowment is excellent. With leadership from the Board of Trustees and administration, we are poised for long-term growth."

UNIVERSITYGOVERNANCE

Employee Council hears more FLSA details

Employee Council will receive a funding boost from \$4,000 to \$5,000 starting next academic year, President Susie Lackey announced at its latest meeting, Wednesday, Oct. 20, in Goizueta Business School.

The surprise announcement was not on the agenda, and it was greeted with a round of applause from the council members who packed the meeting room on Goizueta's fifth floor. Lackey said she had asked Bob Ethridge, vice president for Equal Opportunity Programs, for the increase, and he agreed.

Ron Gatlin, liaison from the President's Commission on LGBT Concerns, asked the council to support a resolution it sent to several administrators and the University Senate asking the University to back its efforts to defeat Amendment 1. The council voted to support the resolution without dissent.

Other guest speakers included Emory Healthcare's Reid Willingham, who discussed the Employee VIP (EVIP) program, which simplifies the process of making appointments with Emory physicians; Employee Benefits Manager Yvette Hart, who talked about open enrollment; and Michelle Smith, associate vice president for corporate relations, who plugged the EmoryGives program.

Smith gave special thanks to the council, who she said deserved a lot of credit for the current makeup of Emory's charitable giving campaign. For many years, the United Way was the sole recipient of Emory's charitable giving. Employee Council was one of the groups that lobbied to expand it; EmoryGives now encompasses six charitable partners and nearly 500 individual charities.

Theresa Milazzo, senior director of compensation and benefits, gave an update on the Fair Labor Standards Act (FLSA) and how it is affecting Emory employees. Because of the federal law, some exempt (salaried) employees will be reclassified as nonexempt (hourly employees). Milazzo said a consultant has been hired and is working with Human Resources (HR) to determine which positions must be reclassified. Milazzo said all affected employees have been sent an e-mail questionnaire (an example of it was shown to the council) ask-

ing for information to help make that determination. Supervisors will review that information for accuracy, then forward it to HR and the consultant for final determination. Some job titles, Milazzo said, could be renamed to better reflect the actual work being done by the employees and may result in some keeping exempt status. She said she hopes all these determinations will be complete by mid-December.

Council communications chair Melody Moore said the Oct. 14 information fair at the Grady campus was a success. Around 120 people came out, and the event drew 20 vendors. She added that the council is working with HR to plan another information fair in tandem with Staff Fest in May. The council has lobbied to include an information aspect to the annual staff celebration for several years.

Special issues chair Louis Burton said he had e-mailed members of his subcommittee asking them for ideas to pursue. After gathering those ideas, members volunteered to follow through on each.

HR's Katherine Hinson said Emory had won the "2004 Psychologically Healthy Workplace Award" from the Georgia Psychological Association. The award was created to recognize organizations and businesses that have demonstrated a commitment to the psychological health and well-being of their employees. Emory won for nonprofit organizations, and is now entered in the national competition.

The council's final officer opening was filled when Karl Woodworth of the Woodruff Health Sciences Center Library was unanimously elected council historian. The next Employee Council meeting will be held at noon, Wednesday, Nov. 17, in the Rita Anne Rollins Room of the Rollins School of Public Health.—Eric Rangus

If you have a question or comment for Employee Council, e-mail Lackey at slackey@rmy.emory.edu

FOCUS: INFORMATIONTECHNOLOGY

Art history goes digital: Bringing slide collections online

Information technology usually announces itself as change, and a new software tool at Emory is changing the way art history faculty members teach their courses. "Insight" is an image database for searching, retrieving and presenting digital images over a network.

Anyone who has taken art history knows its course lectures often feature projected 35mm slide images. But with the advent of higher quality digital images and software like Insight, the once exclusive dependence on slide transparencies for teaching art history is now under review.

"I'm a total convert," said Dorothy Fletcher, senior lecturer and director of undergraduate studies in art history. "I've just been using it this semester, [and] already have clear ideas of how it works—what its advantages and disadvantages are—but I love it. I can never go back to slides."

Emory's Visual Resources Library has more than 170,000 slides filed in drawers on a wall, and in the past preparing slides for a lecture was a laborious task anchored to the location of the slide drawers. With Insight, the art history physical collection is housed in one location accessible to the entire community over the campus network and, where appropriate, over the Internet.

"Insight is a revolutionary tool," said David Lower, educational analyst for the Information Technology Division (ITD). "Imagine what it has been like for art historians to search for 20 specific images while standing in front of a wall of slide drawers with 170,000 slides, holding each one up to the light to see it. Insight allows faculty and students to tap an online database to search for just the right images quickly."

About 32,000 images from the Visual Resources Library, complete with data records, are currently available in Insight.

Lower added, "Insight isn't only about retrieving images; it's also about presenting them." The product features the ability to design presentations using multiple images side-by-side, to zoom in on image details and to make on-site, immediate changes to presentations—all impossible with slides.

"[Insight] is a new way of constructing the lecture," said Rebecca Stone-Miller, associate professor of art history and faculty curator of the Carlos Museum's Art of the Ancient Americas exhibit. "It gives you more ways to compare images on the screen. Didactically, it makes a lot of sense; [students] can see both time and space."

"The whole department is learning it this year, because we all participate in the introductory undergraduate survey course, and that has gone digital," Stone-Miller continued. "When I was teaching [the course], the first lecture went very smoothly and was fine. The second lecture, I had actually forgotten one important image, and my graduate student was able to find the image and load it in live. That was wonderful—a really big selling point for me."

Perhaps the happiest Insight user is Frank Jackson, visual resources librarian for art history, who has been integral to the project from its outset. "I'm just now realizing how much better I'll be able to manage the collection," Jackson said. "Insight can negotiate thousands of images and associated text, interoperate with library cataloging systems, and can be augmented with worldwide image resources as well as shared subscription collections, such as the Mellon Foundation's ArtSTOR."

Insight is part of ITD's and the General Libraries' long-term strategy to provide comprehensive, network-shared access to image collections for the humanities and sciences. This prototype effort offers both divisions a window into issues involved in making these collections available to the broader community.

"It's fantastic to have this collection online," said Don Harris, CIO and vice provost for information technology. "But what's really exciting is the thought of different disciplines using each other's collections, no longer required to travel to a physical space to get access. For instance, imagine a neuroscientist in his lab researching human creativity by exploring the images of Van Gogh. Insight makes that type of discovery possible."

For more information on Insight, contact Lower at dlower@emory.edu.

Alan Cattier is co-director of academic technologies for the Information Technology Division

NURSINGSCHOOL

Nursing professors team up for Great Teachers Lecture

BY AMY COMEAU

In 1996, the first women baby boomers turned 50. As that generation ages (the last boomers will turn 50 in 2014) more and more women will approach and experience menopause. With conflicting reports on treatment options, including hormone replacement therapy (HRT), many are asking: What's a woman to do?

Sarah Freeman and Ora Strickland, professors in the Nell Hodgson Woodruff School of Nursing, will delve into the subject at their Great Teachers Lecture on Thursday, Nov. 4, titled "Who Stole My Hormones?" and addressing the clinical and research management of menopausal women. The event will be held at 7:30 p.m. in the Miller-Ward Alumni House.

New data on the proper place for hormone therapy in postmenopausal management has been confusing to women and clinicians alike. According to Freeman, the application of these research findings in clinical practice is important to the continuation of good health care for women.

"By involving women in the decision-making process, they can make informed choices on the management of their symptoms and be active members of their health care team during this important stage of their lives," Freeman said.

Strickland agreed. "Several studies have presented findings that could impact hormone therapy in menopausal women," she said. As part of their lecture, the pair will analyze the major studies and their results.

Freeman and Strickland also will discuss a variety of new options available for those seeking hormonal therapy that allow



Kay Hinton

Sarah Freeman (left) and Ora Strickland, both professors in the Nell Hodgson Woodruff School of Nursing, will deliver a Nov. 4 lecture titled "Who Stole My Hormones?" The pair will address treatment options for women approaching or experiencing menopause—a rapidly growing population as baby boomers move into retirement age.

a woman and her clinician to develop a safe and effective plan, and they will discuss ways to properly utilize new research to individualize menopausal and post-menopausal care.

A nurse practitioner for more than 20 years, Freeman is director of the women's health and the adult nurse practitioner programs at the nursing school. She is certified by the American Nurses Credentialing Center and the American Academy of Nurse Practitioners (AANP) as a family nurse practitioner. She was elected an AANP fellow and maintains a clinical practice in women's health and chronic disease management. The recipient of many training grants related to the education of women's health nurses, Freeman is the principal investigator on the Women's Health Nurse Practitioner Program grant.

Strickland is an internationally known specialist in nursing research, measurement, evaluation, maternal and child health,

and parenting. She teaches primarily in the nursing school's Ph.D. program, focusing on measurement, research design and research applications through doctoral student mentorship. Her research concentrates on measurement, as well as perinatal health, women's health and minority health issues, with an emphasis on the psychosocial and biophysiological outcomes during life transitions and in chronic diseases.

Strickland's research has been featured in more than 80 newspapers and on more than 1,200 radio stations internationally. Strickland is one of the Emory site principal investigators for the Women's Health Initiative, the largest known clinical trial of its kind, which will study 164,000 postmenopausal women nationally over the course of 13 years.

Great Teachers Lectures are free and open to the public. For more information, call the Center for Lifelong Learning at 404-727-6000.

CAMPUSNEWS

Four groups to hold joint Nov. 6 'Greening and Cleaning Day'

BY MICHAEL TERRAZAS

Four campus groups are joining forces to lend a hand to the University's environment on the Saturday, Nov. 6, "Emory Greening and Cleaning Day."

The Ad Hoc Committee on Environmental Stewardship, Friends of Emory Forest (FOEF), Volunteer Emory (VE) and ECOSEAC (Emory Chapter of the Student Environmental Action Coalition) are sponsoring four separate cleanup activities on Nov. 6 in different areas around campus. Volunteers are asked to work 10 a.m.–noon and are invited to a free lunch afterward at the Emory Recycling Center on Peavine Creek Drive. All volunteers also will receive free T-shirts.

In years past, one or more of the groups have held individual cleanup days and tree plantings, but this year the four decided to pool their volunteer resources.

"Our board member and Emory's superintendent of roads and grounds, Jimmy Powell, came up with this idea," said FOEF President Nancy Seideman. "If we all scheduled activities for the same day, we could bring more visibility to our greening efforts and also come together as a community afterward to celebrate our progress—and feed ourselves after a hard day's work."

The Greening and Cleaning Day includes projects in:

- **Baker Woods**, removing invasive English ivy from the woods. Meet at Robert Woodruff statue near the main library. Sponsored by the Ad Hoc Committee; coordinator is Tim Bryson (tbryson@emory.edu).
- **Lullwater Preserve**, removing English ivy from a selected section of forest. Meet at Lullwater entrance. Sponsored by FOEF; coordinator is John Wegner (jwegner@emory.edu).

• **Peavine Creek**, removing trash along banks of the creek from Emory Village to Candler Field. Meet at CVS parking lot. Sponsored by VE; coordinator is Hildie Cohen (hildie.cohen@emory.edu).

• **South Peachtree Creek**, removing trash along banks of the creek from Lullwater's Candler Lake to Hahn Woods. Sponsored by ECOSEAC; coordinator is Eric Fyfe (efyfe@learnlink.emory.edu).

All tools and gloves will be provided. Participants are encouraged to wear long pants for ivy-pull projects, and river shoes or waders are suggested for creek cleanups. Volunteers are asked to RSVP to individual project coordinators and provide their name, phone number and e-mail address.

For more information on Greening and Cleaning Day, contact Powell at 404-727-0230 or jpowell@fmd.emory.edu.

NURSINGSCHOOL

Emory, Agnes Scott to launch dual-degree nursing program

BY AMY COMEAU

With the national nursing shortage expected to top 250,000 by 2010, the need to attract more students into the profession is a critical charge for nursing schools all over the country. In addition to expanding its enrollment by 20 percent this year, the Nell Hodgson Woodruff School of Nursing met this challenge head-on, seeking out a dual-degree partnership with Decatur's Agnes Scott College to attract a new crop of students.

Nursing Dean Marla Salmon worked with Rosemary Lévy Zumwalt, Agnes Scott's vice president for academic affairs and dean of the college, to develop the recently signed program, which will enroll its first students next fall.

The program gives students the opportunity to earn both a bachelor of arts degree from Agnes Scott and a bachelor of science in nursing from Emory in five years.

"We are delighted to have formed this partnership with Agnes Scott, one of the leading women's liberal arts colleges in the nation," Salmon said. "The dual-degree program enables us to reach out to a whole other community of very smart and talented students who may not originally have considered nursing. The opportunity to bring in these student scholars, who have backgrounds in liberal arts, complements our vision for preparing the nursing leaders who will transform care."

The distinctive "3/2" program is available to any student enrolled at Agnes Scott. Students must apply for the program within their first four semesters at Agnes Scott, where they would complete three years of a liberal arts education and then, upon meeting criteria



Nursing Dean Marla Salmon worked with Rosemary Lévy Zumwalt, vice president for academic affairs at Agnes Scott College, to develop a five-year, dual-degree program. Students would spend three years at Agnes Scott, the following two at the Nell Hodgson Woodruff School of Nursing, and emerge with two bachelor's degrees.

including prerequisite classes and a minimum 3.0 GPA, would transfer to Emory to complete the BSN program in two years.

Zumwalt believes Agnes Scott students will seize the opportunity. "This program gives students interested in nursing the best both Agnes Scott and Emory have to offer: an exceptional foundation in the liberal arts and a degree in nursing from one of the most prominent programs in the United States," Zumwalt said. "Agnes Scott women possess the self assurance and critical thinking skills required for success in any profession—and certainly mandatory in nursing."

The 2004–05 academic year marks the beginning of what the schools expect to be a long and prosperous partnership fostering women's education through liberal arts and health sciences. Zumwalt and Salmon said they anticipate enthusiastic response among both faculty and students and look forward to the first Agnes Scott enrollees arriving at Emory in the near future.

Located just outside downtown Decatur, Agnes Scott is a diverse and growing residential institution, exceeding 1,000 in enrollment this year for the first time in its 115-year history. For more information, visit www.agnesscott.edu.

Jack Keatse

UNIVERSITY GOVERNANCE

Senate discusses Ga. Amendment 1

(Editor's note: Space permitting, Emory Report prints coverage of campus governance groups in chronological order based on meeting dates. However, due to the time-sensitive nature of issues discussed in the Oct. 26 University Senate meeting, a report of those proceedings appears in this issue; the Oct. 19 Faculty Council meeting will be covered in ER's Nov. 8 edition.)

First on the agenda at the Oct. 26 University Senate meeting, held in the Jones Room of Woodruff Library, was a presentation by Michelle Smith, associate vice president for corporate relations, about the 2004–05 EmoryGives campaign.

Combined for the first time with money raised through the American Heart Association's Heart Walk, this year's EmoryGives goal is \$900,000, more than double last year's target. Smith demonstrated the campaign's new online giving form and played a Flash media demonstration e-mailed to the Emory community on Oct. 1. For more information on EmoryGives, visit www.emorygives.emory.edu.

Next were reports on goals for 2004–05 from the Senate's standing committees. For a summary of the committee goals, please visit the online version of this article on the *Emory Report* website (www.emory.edu/EMORY_REPORT/).

Senate President Sharon Strocchia, who chairs a committee conducting a comprehensive review of the University employee benefits package. Beginning next month, Strocchia said the group will report monthly to the Senate throughout the year.

In response to a question from Strocchia about the benefits review, Mike Mandl took the opportunity to thank the Senate for the support he's received during his time on leave. Mandl, executive vice president for finance and administration, returned to work on Oct. 25 after a three-month absence.

Next on the agenda was a resolution presented to the Senate by the President's Commission on LGBT Concerns concerning Georgia Amendment 1, which will appear on the ballot of the Nov. 2 election, that would amend the state constitution to recognize marriage as solely the union between a man and a woman.

The resolution read as follows: "Resolved: That Emory University reaffirm its policies in behalf of the rights of gay and lesbian persons; and that Emory, as an educational institution, affirm the importance of the State of Georgia fully informing voters by including the full text of proposed constitutional amendments on the ballot."

Cathi Wentworth, chair of the LGBT commission, said the resolution arises from the fact that the actual language on the ballot does not accurately portray the amendment as it passed the Georgia Legislature. The full amendment has a second clause with legally vague language that possibly could affect a range of issues beyond marriage, such as civil unions, domestic-partner benefits, hospital visitation rights and the ability to make medical decisions, adoption and survivor benefits.

Wentworth said the commission feels the amendment, if passed, would hinder Georgia's ability to compete in the national marketplace and make Emory less of a destination university.

General Counsel Kent Alexander said, in his opinion, the amendment (if passed) would have no effect on Emory's domestic-partner benefit policies; those benefits are tied to signed affidavits confirming financial and personal commitments between two people and do not depend on Georgia marriage law.

After some discussion, the resolution passed by a unanimous vote of 18–0.

Emory College Dean Bobby Paul presented a draft of a new policy on discriminatory harassment; he and Alexander chair a committee charged with revising the policy. The revision combines the University's policies on discriminatory harassment and equal opportunity (they previously were separate).

Chief among the committee's concerns, Paul said, was balancing the sometimes opposing ideals of academic freedom and the desire for a harassment-free workplace. The Senate discussed the draft, and Paul invited people to send him comments, saying the committee hopes to submit a revised draft to the president in December.

To close the meeting, President Jim Wagner repeated a hope he presented in the Oct. 21 State of the University Address, for Emory to be "ever growing in community." Deliberations such as that over the discriminatory harassment policy are "not about rules that constrain us but about expectations we have about interacting with each other." Wagner said the way in which the LGBT community presented him with the Amendment 1 resolution was an example of the kind of effective communication he wants Emory to practice.

The next University Senate meeting will be held Tuesday, Nov. 23, at 3:15 p.m. in the Jones Room.—*Michael Terrazas*

EMORYSNAPSHOT

Renowned saxophonist, composer and producer Branford Marsalis will perform with his quartet on Thursday, Nov. 4, at 8 p.m. in the Schwartz Center's Emerson Concert Hall. Marsalis, the oldest of four brothers in the legendary jazz family from New Orleans, also is well known for his stint as "Tonight Show" band leader and his recordings and tours with musicians from most every genre. He has collaborated with the Grateful Dead, Sting, Miles Davis, Herbie Hancock and many others. "An Evening with Branford Marsalis" features Marsalis with Eric Revis, bass; Jeff "Tain" Watts, drums; and Joey Calderazzo, piano. Reserved seats are \$56 for the general public; \$42 for faculty, staff, alumni, patrons over 65 and under 18; and non-Emory students; and \$10 for Emory students. For information or to purchase tickets, visit www.arts.emory.edu or call 404-727-5050.



Special

If you have a question or concern for University Senate, e-mail Strocchia at sharon.strocchia@emory.edu.

SCHOLARSHIP&RESEARCH

Older women lack knowledge of HIV, study finds

BY ALICIA SANDS LURRY

Age is no defense against AIDS. Women aged 50 and older are living longer and remain sexually active, yet many lack appropriate knowledge about HIV transmission and prevention, according to recent findings published in the *Journal of the American Geriatrics Society*. The findings are based on a questionnaire that surveyed 514 women aged 50 and older in the general medical clinics at Grady Hospital.

Out of nine questions assessing the women's knowledge of HIV sexual transmission risks, the mean score was 3.7, and no respondent correctly answered all nine questions. This poor performance suggests that active measures must be taken to increase older women's knowledge about the virus.

Participants also identified all sources from which they received HIV information. Eighty-five percent of those surveyed indicated they received their information from television; another 54 percent said they learned about HIV from friends; and 51 percent identified newspapers as a

source. Only 38 percent said they ever received information about HIV from their health care providers.

Lisa Bernstein, assistant professor of medicine at Grady, served as principal investigator and is one of the study's leading authors.

"The misconception is that older people don't have sex anymore, and that they really are not engaging in risky activity," Bernstein said. "[Concerning] older women being at risk for HIV, much of that risk is based on how much they know about HIV. Unfortunately this population has not been targeted with HIV prevention messages because they aren't considered to be at risk. Yet their risk is rooted partially in their low knowledge."

According to the article, 10 percent of AIDS cases in U.S. adult women have occurred in those 50 and older, the majority of these resulting from sexual transmission. The article also notes that 32 percent of these women were 60 or older at diagnosis, suggesting their infections occurred in the post-menopausal years.

Older adults, the article continues, do not know as much about HIV transmission and

prevention as their younger counterparts. The authors indicated that in the National Health Interview Study (NHIS), people 50 and older scored lower on knowledge questions about HIV/AIDS than younger adults. The most pronounced deficits involved the efficacy of condoms in preventing HIV transmission.

"The important thing to realize is that these patients are still sexually active," Bernstein said. "The problem is they don't realize that they're at risk for this life-threatening disease. By trying to improve their knowledge and impart the fact that physicians have a tremendous role to play in educating patients—even those who are older than we normally think to be at risk—we can really make great strides to protect them against this disease."

As part of the study, data were collected between June 2001 and July 2002 in face-to-face interviews. Women were asked nine questions to assess their knowledge of HIV sexual transmission and prevention. Questions involved such topics as heterosexual intercourse, kissing, oral sex, abstinence, condom use, spermicide, diaphragm, vasectomy and



Grady's Lisa Bernstein is principal investigator of a study that is examining older women's knowledge of HIV and AIDS risks. As people live longer, they are likewise staying sexually active later in life, and poor knowledge of HIV transmission factors increases their risk of infection.

monogamy.

The majority of women (65 percent) scored poorly, answering four or fewer questions correctly. Eighty-four percent of women correctly identified unprotected heterosexual sex as a moderate- to high-risk activity; 63 percent of women incorrectly identified kissing as

a mode of transmission; 76 percent overestimated oral sex as a mode of HIV transmission; and only 13 percent identified condoms as effective in preventing HIV, while 18 percent said they were not effective at all. Forty-four percent of the women said abstinence was not at all or somewhat effective.

New Emory program to benefit Drew Charter students

BY KATHERINE BAUST & BEVERLY CLARK

Students at Charles R. Drew Charter School in Atlanta's East Lake community will have better access to comprehensive educational and psychological services due to a mutually beneficial strategic agreement with Emory.

"This agreement is consistent with Emory's commitment to the community," said Eugene Emory,

support, individual testing and onsite therapy to charter school students. By offering a wide spectrum of services, the team will help address the emotional and educational issues that can inhibit learning.

"We are very excited about this agreement with Emory and the resources it will bring to our school," said Principal LaTisha Vaughn-Brandon. "I am confident this collaboration will help everyone at Drew Charter School reach new levels of achieve-



Psychology's Eugene Emory (fourth from right) worked with a number individuals at Atlanta's East Lake community to develop a partnership between Emory and the Drew Charter School. In 2003, the Office of University-Community Partnerships identified a number of needs the University could meet for the school.

"Through this creative arrangement, Drew Charter School students will receive much needed support, while Emory graduate students and clinical fellows will receive hands-on experience in the community."

—Eugene Emory, psychology

professor and director of clinical training for Emory's psychology department. "Through this creative arrangement, Drew students will receive much needed support, while Emory graduate students and clinical fellows will receive hands-on experience in the community."

Led by Emory, a team of clinical psychologists, faculty members and graduate students will work with Drew staff this school year to provide academic

ment."

Among the programs to be offered are: individual therapy and support groups for students dealing with attention deficit hyperactivity disorder, anger management, grief and divorce; parent education and behavior management training; and professional development seminars and techniques for teachers to increase positive classroom experiences.

The new agreement between

Emory and Drew Charter School is the result of a needs-assessment study conducted in 2003 by the Office of University-Community Partnerships (OUCP) for the East Lake Community Foundation. The assessment showed that Drew students could benefit from additional psychological and educational services.

The 4-year-old charter school for 770 students in grades K-8 is part of the East Lake neighborhood, which includes a mixed-income apartment complex (The Villages of East Lake), a public golf course that offers instruction and mentoring for youth, a YMCA, a child development center, and extensive programs that help children and

their families become self-sufficient and successful.

"This innovative agreement with Emory supports the East Lake Community Foundation's philosophy of taking a holistic approach to break the cycle of poverty by addressing the physical, social, educational, emotional and spiritual needs of its residents," said Virgil Murray, program director for the foundation.

Emory and the East Lake Community Foundation first joined forces in 2002 when the foundation received a competitive grant through the OUCP's Kenneth Cole Fellowship in Community Building and Social Change. The grant allowed a team of four undergraduate Cole fellows to perform a comprehen-

sive health needs assessment in The Villages of East Lake.

"Even though the primary goal is to provide services to Drew students, training opportunities for our graduate students and post doctoral fellows and workshops for Drew faculty members, we hope to expand this agreement and eventually include inquiry-based activities," Emory said. "We have already begun talks toward developing small-scale applied research studies that could serve as the basis for masters and dissertation projects for our Ph.D. candidates."

For more information about Drew Charter School and the East Lake Community Foundation, go to www.east-lakecommunityfdn.org.

CAMPUSNEWS

'Vote with your feet' during November's Unity Month

BY ERIC RANGUS

Unity Month, Emory's annual celebration of diversity across campus, kicks off today with a community fair in the Dobbs Center and doesn't slow down until Thanksgiving. The event draws its 2004 theme, "A Vote for Unity Is a Vote for the Future," from the upcoming presidential election, and while the election takes place on Nov. 2, the rest of November won't be empty.

"The point is to vote with your feet, attend all these activities and learn about the groups on campus," said Donna Wong, associate director of multicultural activities and chair of the planning committee.

Created 21 years ago to be an eclectic blend highlighting diversity in the arts, society, religion and academia, Unity Month has grown in length from a week to a month, and the depth of the celebration has only become more impressive.

Most days in November boast more than one event and the month gets off to a smashing

start with an event that delivers one of Emory's highest profile—and newest—administrators directly to the community.

On Nov. 3, the President's Commission on Race and Ethnicity (PCORE) is sponsoring a diversity dialogue that will feature Provost Earl Lewis, who will discuss his experiences at the University of Michigan as well as diversity initiatives at Emory.

Arts have always played a significant role in Unity Month programming, and this year is no exception. Longtime events such as the Cultural Beats Show (Nov. 5) and Unity Carnival and fashion show (Nov. 9) are mixed with new events, such as the photo exhibit "Dignity and Justice for Comfort Women," in the Dobbs Center art gallery. Running Nov. 19–24, the exhibit chronicles the experiences of Korean women during World War II.

The Office of Student Activities is offering diversity-themed activities as part of its new "Fridays at 10" program in the Dobbs Center. On Nov. 5, Urbanis will be a celebration of

city art (Urbanis is the Latin root for "city"), and on Nov. 19, a game show, Think Fast!, will feature a variety of trivia including some questions about diversity.

Film screenings include *Monsoon Wedding* (Nov. 10), the Oscar-nominated *In America* (Nov. 12) and *Iranian Journey* (Nov. 17), the latter a partnership with the Center for Women, and others scattered through the month, including the three-movie RACES film series.

Social issues will be explored during the Volunteer Emory-sponsored Hunger Banquet, Nov. 10, where worldwide famine is examined symbolically. Nov. 18 is devoted to athletics with the Alpha Phi Omega-sponsored Turkey Trot fundraiser and annual faculty vs. student basketball games that evening.

For a full schedule of events, visit the Office of Multicultural Programs and Services' website at www.emory.edu/MULTI-CULTURAL.

CAMPUSPLANNING

Town halls give sneak peek of major capital projects

BY MICHAEL TERRAZAS

Campus planners gave a preview of major capital projects in store for the Emory campus at a series of three town hall meetings held last week, Oct. 26 and 27, in 206 White Hall.

The events served as an update for the ongoing Campus Master Plan Update 2004 (CPU4) project. The update originally was scheduled for completion in November, but Director of Campus Planning Jen Fabrick said some rethinking caused the timeline to be reconsidered.

"Last month many people came to the gross realization that the Campus Master Plan can't exist on its own," Fabrick said, adding that the plan must be synthesized with other University planning projects such as the strategic plan and the Clifton Corridor transit study.

But there was still plenty of information to be covered in the town halls. Fabrick and David Kalin, CPU4 project manager, walked their audiences through the master plan's guiding principles and then gave overviews of the major projects scheduled to begin in the next few years. These included:

• **Emory Village improvements.** Construction on the

traffic roundabout in the village intersection is scheduled to begin in 2006, and Kalin shared an interesting artifact discovered in a search of University archives: a 1960 rendering of a planned roundabout in Emory Village almost identical to the one currently in the works.

• **New School of Medicine (SOM) building.** Starting next summer, Emory will raze the Connector Building between the Anatomy and Physiology buildings in order to construct a new connector that will serve, remarkably, as the SOM's first dedicated "home" facility in its history. The Anatomy and Physiology buildings will be renovated, and architecturally the new connector will mirror the classic "Emory look."

• **Candler School of Theology expansion.** On a parallel track with the SOM facility is a new home for the Pitts Theology Library. The building will go up on the current Arkwright Road behind Bishops Hall and also will house the Center for Ethics. Phase II of the project involves renovations of the current Pitts Library and Bishops Hall.

• **Sorority Lodge relocation.** The current Sorority Lodges near the law school suffer from termite damage and will be razed, Fabrick said, to be replaced by a new complex on Fraternity Row. An intercon-

nected group of nine townhouses (with 24 beds each) will begin construction next summer, to be completed in time for the 2006–07 year.

• **Food service improvements.** A number of new facilities are planned, including a café in the covered walkway outside White Hall; a renovation of Cox Hall food court; and a new facility inside the Goizueta Business School expansion. Also, construction on a lower-level café inside Woodruff Library will begin in December.

David Pugh, associate administrator for Emory Hospitals, explained the challenges facing Emory Hospital. Much of the facility dates back to the 1920s, and constrained hallways and patient rooms hinder the delivery of the latest patient-care technology, Pugh said. The hospital also needs to improve parking access for patients; those gathered in White Hall, he said, were just as close to the hospital as its nearest patient parking facility. "That's just unacceptable," Pugh said.

After the presentation, planners answered questions from the audience. For more information about CPU4, visit www.fm.emory.edu/campusplan.

FOCUS: HUMANRESOURCES

Verify employment with Work Number

Starting today, Nov. 1, employees will have the option to use The Work Number, a convenient and secure automated process to verify their employment and/or salary, or may continue using the current process through Data Services.

It is now easier and faster to get verifications when buying a home or a car, refinancing, leasing an apartment or car, etc. The Work Number provides 24-hour automated access to employment and/or salary verification via the Internet (www.theworknumber.com) or by phone at 800-367-2884. Customer service is also available at 800-996-7566, Monday through Friday, 6 a.m. to 9 p.m.

The Work Number provides a secure, timely and accurate way to request employment and/or salary verification—when it's needed. Employees no longer have to leave messages for people on weekends when there is no one in the office to verify information. Employees also decide who can access their information.

Users will need the Emory code (11332) to start the process. Those wanting to provide salary information to verifiers also will need a salary key. In all, they will provide the verifier with their Social Security number, Emory code, and salary key (only required for salary verification).

The Work Number is an added benefit from using TALX, the vendor who provides Emory's online W-2s, and there is no additional cost to employees or the University for this service. This automated service replaces slow, paper-based methods with universal and secure access to data.

More information on this service will be available on the Human Resources (HR) website beginning Nov. 5.

Performance Management Update

Since the rollout of the revised performance management program this summer, there have been 10 employee information sessions—six at Cox Hall, two at HR and two at Grady's Faculty Building—with a total of 489 attendees. There also have been six manager overview sessions (with 116 managers attending) and five train-the-trainer sessions for 60 departmental representatives.

In addition to the current sessions, a new course is being offered for managers: SMART Goal Setting. A SMART goal (Specific, Measurable, Attainable, Results-Oriented and Time-Limited) is a performance-planning statement that describes and quantifies an outcome for which the employees are responsible. The resulting goal should answer specific personal quality questions for the employee and to help "cascade" institutional goals on the individual level.

The course also will cover the University's strategic goals; how schools and divisions help Emory achieve these goals; how departments contribute to schools and divisions; and the results individuals can produce to support departments.

Employees who want to find out more about performance management and learn what is expected of them in the evaluation process can register for information sessions. Managers and supervisors should attend a manager's overview session so that they have the necessary tools to use the revitalized performance management program. To sign up for a class, visit <http://www.emory.hr.emory.edu/online/reg>. Under Performance Management, choose a class and then the session.

For additional questions, call 404-727-7607.

Katherine Hinson is director of HR communications.

ELECTION from page 1

of swing voters ("Historically," he said, "the late-breaking undecided vote goes to the challenger.") and the effect of the expected high turnout. Huge numbers of new voters have registered this year, Abramowitz said, and added that this could produce unexpectedly large coattail effects as new voters vote the straight party ballot of their chosen candidate.

Patterson partly blamed campaign coverage in the media—and unimpressive leadership from the politicians themselves—for the highly partisan nature of this year's campaign, saying the country is "close to a new low in the quality of public discourse," and this suggests a "politics that is out of control."

Indeed, the heated campaign

might have spilled over into the event itself, as a crowd that began as quiet and polite became restless and even hostile during the Q&A session. One audience member was nearly heckled from the microphone when he prefaced his question about changing the Electoral College with a four-minute preamble. Costello also turned vocally defensive in explaining CNN's campaign coverage.

"If you yell loudly, you can attract an audience," Patterson said in criticizing the sensationalization of political news coverage, "but that doesn't mean you have to yell loudly to attract that audience."

There was no yelling involved, but if the Oct. 26 panel is any indication, there will be quite a few electoral fireworks come Nov. 2.

For online event information, visit www.emory.edu/TODAY

Events for the Emory Community

PERFORMING ARTS

MONDAY, NOV. 1
Concert

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

TUESDAY, NOV. 2
European Art Cinema series

The Mother and the Whore (La Maman et la Putain). Jean Eustache, director. 8 p.m. 206 White Hall. Free. 404-727-6761.

Crusades in Cinema film series

El Cid. Anthony Mann, director. 8 p.m. 101 White Hall. Free. 404-727-6354.

WEDNESDAY, NOV. 3
The Wonderful World of Color film series

The Conformist. Bernardo Bertolucci, director. 7:30 p.m. 205 White Hall. Free. 404-727-6761.

THURSDAY, NOV. 4
Film screening

The Lost Boys of Sudan. Brad Silberling, director. 10 a.m. Dobbs Center. Free. 404-727-2536.

Concert

Sergey Dzevanovsky, performing. 4 p.m. Performing Arts Studio. Free. 404-727-6427.

Flora Glenn Candler concert series

The Branford Marsalis Quartet and Joey Calderazzo, performing. 8 p.m. Emerson Concert Hall, Schwartz Center. \$56; \$42 group discount; \$10 students. 404-727-5050.

FRIDAY, NOV. 5
Unity Month cultural performance

"Cultural Beats Show." 5 p.m. Coca-Cola Commons, Dobbs Center. Free. 404-727-6754.

SUNDAY, NOV. 7
University Organist Recital series

Mariko Morita, performing. 4 p.m. Glenn Auditorium. Free. 404-727-5050.

Concert

Emory Brass Ensemble, performing. Michael Moore, director. 8 p.m. Emerson Concert Hall, Schwartz Center. Free. 404-727-5050.

TUESDAY, NOV. 9
Female Director film series

Runaway. Kim Longinotto and Ziba Mir-Hosseini, directors. 6:30 p.m. Harland Cinema, Dobbs Center. Free. 404-727-2000.

Concert

Emory Chamber Ensemble, performing. 8 p.m. Emerson Concert Hall, Schwartz Center.

Free. 404-727-5050.

VISUAL ARTS

Pitts Theology Library exhibit

"Catechisms of the 16th Century." Durham Reading Room, Pitts Theology Library. Free. 404-727-5088. **Runs through Dec. 15.**

Schatten Gallery exhibit

"Beneath the Banyan Tree: Ritual, Remembrance and Storytelling in Performed Indian Folk Arts." Schatten Gallery, Woodruff Library. Free. 404-727-6861. **Runs through Dec. 31.**

LECTURES

MONDAY, NOV. 1
Human genetics seminar series

"Somatic Cell Nuclear Transfer and Programming." John McLaughlin, University of Pennsylvania, presenting. Noon. 100 Whitehead Research Building. Free. 404-712-2306.

Psychology lecture

"Neural Correlates of Emotion, Reasoning and Social Conduct." Daniel Tranel, University of Iowa, presenting. 4 p.m. 101 White Hall. Free. 404-727-4261.

Middle Eastern studies lecture

"From Manhattan to Baghdad: Beyond Good and Evil." Mohammed Arkoun, Center for the Study of Public Scholarship, presenting. 7:30 p.m. 208 White Hall. Free. 404-727-7602.

WEDNESDAY, NOV. 3
The Race and Gender lecture series

"Women's Health and Participatory Research: The Sojourner Syndrome." Leith Mullings, City University of New York, presenting. 6 p.m. 207 White Hall. Free. 404-727-0096.

THURSDAY, NOV. 4
Surgical Grand Rounds

"The Evolution of Living-Related Liver Transplantation." Christoph Broelsch, University of Essen (Germany), presenting. 7 a.m. Emory Hospital Auditorium. Free. 404-712-2196.

Physiology lecture

"Role of Lipids and Lipid Rafts in Regulation of Renal Phosphate Transport." Moshe Levi, University of Colorado Health Sciences Center, presenting. 9 a.m. 600 Whitehead Building. Free. 404-727-7401.

Dark Tower lecture series

"Exhibiting Difference: Mapping Aesthetic Politics and Cross-Cultural Independent Film and Video Curatorial Practices."

Margaret Daniel, African American studies, presenting. Noon. 207D Candler Library. Free. 404-727-1110.

Cell biology lecture

"mRNA Transport, Local Translation and Genetic Neurological Disease." Gary Bassell, Albert Einstein College of Medicine, presenting. Noon. 400 Whitehead Research Building. Free. 404-727-3640.

Great Teachers Lecture series

"Who Stole My Hormones?" Sarah Freeman and Ora Strickland, nursing, presenting. 7:30 p.m. Auditorium, Miller-Ward Alumni House. Free. 404-727-6000.

FRIDAY, NOV. 5**African studies lecture**

"Doing Africa: Adventure Travel and the American Conquest of Africa." Kathryn Mathers, University of Pretoria (South Africa), presenting. Noon. 200 White Hall. Free. 404-727-6402.

Frontiers in Neuroscience lecture series

"Diabetes and the Enteric Nervous System: Effect of the PI-3-Kinase/Akt/Forkhead Pathway on Enteric Neuronal Survival." Shanti Srinivasan, internal medicine, presenting. Noon. Whitehead Auditorium. Free. 404-727-3707.

SATURDAY, NOV. 6**Center for Women lecture**

"Everything a Woman Should Know About Her Financial Future." Linda Kuryloski, Rebecca Godbey and Cynthia Lynn, presenting. 9 a.m. Governor's Hall, Miller-Ward Alumni House. \$25. 404-727-2000.

RELIGION

MONDAY, NOV. 8
ECLC lecture

"Experimental Design in Second Language Acquisition." Steve Cole, psychology, presenting. 4 p.m. 114 Candler Library. Free. 404-727-2575.

MONDAYS**Weekly Zen sitting meditation**

Weekly Zen sitting meditation and instruction in the Soto Zen tradition. 4:30 p.m. Rustin Chapel, Cannon Chapel. Free. 404-727-5120. **Runs through Dec. 26.**

WEDNESDAYS**Zen meditation and instruction**

4:30 p.m. Religious Life Apartment (HP01), Clairmont Campus. Free. 404-688-1299. **Runs through Dec. 15.**

Taizé service

6 p.m. Glenn Chapel. Free. 404-727-6225.

THURSDAY, NOV. 4**Catholic topic discussion**

"Administrative Committee Statement on the 2004 Elections Faithful Citizenship: A Catholic Call to Political Responsibility." 7:30 p.m. Dominican Room, Aquinas Center; 1703 Clifton Road. Free. 404-727-8860.

FRIDAY, NOV. 5**Walk the Labyrinth**

Noon. Sanctuary, Cannon Chapel. Free. 404-727-6225.

SATURDAY, NOV. 6**Aquinas Center Outreach Seminar for Laity**

"Becoming God's Beloved in the Company of Friends: A Spirituality of the Gospel of John." Mary Margaret Pazdan, Aquinas Institute, St. Louis University, presenting. 10 a.m. Mulhern Hall, St. Thomas More Church; 624 W. Ponce de Leon. \$30. 404-727-8860.

SUNDAY, NOV. 7**University worship**

Brooks Holifield, theology, preaching. 11 a.m. Sanctuary, Cannon Chapel. Free. 404-727-6225.

SPECIAL

TUESDAYS**Chess club**

6:30 p.m. 106 Bishops Hall. Free. 404-778-4121.

WEDNESDAYS**Toastmasters @ Emory**

8 a.m. 721 Rollins School of Public Health. Free. 404-371-0505.

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. **Runs through Dec. 31.**

Chess club

6:30 p.m. 106 Bishop's Hall. Free. 404-778-4121.

MONDAY, NOV. 1**Bloodborne pathogen training**

10 a.m. Dental School. Free. 404-727-4910.

Unity Month celebration kickoff

11:30 a.m. Coca-Cola Commons, Dobbs Center. Free. 404-727-6754.

Book reading and signing

"Beating Back the Devil: Front Lines with Disease Detectives." Maryn McKenna, *Atlanta Journal-Constitution*, presenting. 7 p.m. Rita Ann Rollins Room, Rollins School of Public Health. Free. 404-712-9266.

TUESDAY, NOV. 2
Library tour

1 p.m. Woodruff Library. Free.

404-727-1153.

Google workshop

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

WEDNESDAY, NOV. 3**Wireless clinic**

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

Reception

"Meet the Provost." Earl Lewis, provost, presenting. 4 p.m. Computing Center, Cox Hall. Free. 404-727-7527.

Government documents workshop

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

Unity Month event

Student dialogue on diversity. Earl Lewis, provost, presenting. 5:30 p.m. Ball Room, Cox Hall. Free. 404-727-6754.

THURSDAY, NOV. 4
Strategic planning town hall

Earl Lewis, provost, and Michael Johns, executive vice president for health affairs, presenting. Noon. Winship Ballroom, Dobbs Center. Free. 404-778-4312.

EndNote workshop

1 p.m. 310 Woodruff Library. Free. 404-727-6863.

Newspaper research workshop

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

Workshop for teachers

Jasper Gaunt, Carlos Museum, presenting. 5 p.m. Tate Room, Carlos Museum. \$5 members; \$10 non-members. 404-727-4291.

FRIDAY, NOV. 5**PhD forum**

11 a.m. 311 Bishops Hall. Free. 404-727-4180. **Registration required.**

SATURDAY, NOV. 6**Baker Woodland Restoration Project ivy pull**

10 a.m. Asbury Circle. Free. 404-727-1277.

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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.