Climate survey set to go to all employees

BY MICHAEL TERRAZAS

Beginnings of the week of Nov. 29, Emory employees will receive at their work addresses a survey that has spent literally years moving from conception to staff and faculty mailboxes.

The Campus Climate Survey will attempt to measure employees’ attitudes toward the University’s working culture: its diversity, level of support for professional development and workplace atmosphere. It has the full support of President Jim Wagner and the administration, which through Human Resources helped develop the survey instrument by contracting with consultant Kevin Nolan of the Atlanta firm SurveyNET.

“As we continue through this academic year, and particularly as we strive toward our goal of being a diverse and ethically engaged university, it is important to take stock of what we think, collectively, about the Emory climate,” Wagner wrote in an Oct. 25 Emory Report column. “I want to invite and encourage your participation in this survey. Without these candid perspectives, we cannot accurately determine what we can do about [that climate].”

The climate survey can trace its roots back four full years to December 2000, when Emory was set to participate in a nationwide survey of college campuses administered through Penn State University. Saralyn Chesnut, director of LGBT life, coordinated Emory’s involvement, and PCORE (then known as PCSM, the President’s Commission on the Status of Minorities) urged its members to participate, but ultimately the University pulled out of the project because of questions regarding research methods. But the experience left PCORE members determined to come up with their own survey, and by last fall the group had one ready to go. Then came the campuswide discussion about diversity resulting from a widely publicized incident in the anthropology department, and the administration decided to put the full weight of its resources into the survey project.

PCORE has been a full partner every step of the way, working with HR and Nolan on the instrument itself, how it will be administered, and how the data will be assimilated and published. “This is something we’ve been biding for a while, and now the University is delivering it,” said PCORE Chair Chris Grey, senior assistant director of administration. “What happened last fall actually turned out to be a blessing in disguise. For this to be a University survey, it needed to go through the proper channels.”

Grey and Chair-elect Donna Wong, associate director of multicultural programs and services, have been working with PCORE’s staff concerns committee (currently chaired by Jackie Langham from Facilities Management and Lola Frye from biomedical engineering) to help craft the survey. Former committee chair John Hammond (who is no longer at the University) was instrumental over the past few years in guiding the project, they said.

The survey will be available in two forms, written and electronic. Each Emory employee will receive in his or her mailbox the paper version, which will include a unique reference code in the upper-right-hand corner of the first page. All survey responses will be completely anonymous at all stages of the process; the reference code is included to ensure every individual responds only once. Once they receive their paper surveys and reference codes, employees may either fill out the written survey or use the code to fill out an identical survey online. As for the survey tool itself, the quantitative portion features 38 questions that use
Is the Bible green?

Emily Report, November 15, 2004

Editor: Michael Terrazas
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Editorial Assistant: Diya Chaudhuri

The most important tradition is just being together. We find a way to get together even if it takes a bit of sacrifice or rear- ranging schedules. It’s worth it.

Steven Johnson doctoral student French

Diya Chaudhuri sophomore Creative Writing

We get a bunch of Indian fami- lies together. The dads make turkey, and the mommies make Indian food for the adults.

Yolanda Rhodes district spice Police Department

Just being together, no matter where we are.

Trish Berkley secretary Graduate School

This essay first appeared in the October/November 2004 Academic Exchange and is reprinted with permission.

CAROL NEWSOM

emeryreport

I

the Bible green?” the student asked. At first, I didn’t even get the question. As a seminary stu- dent deeply interested in the environ- ment, he wanted to know whether the biblical tradition could be an encourag- ing environmental values and practices, or whether it was part of the past. At the time I couldn’t give him a good answer, but I agreed to do a directed study with him on the topic. Although the experience whetted my appetite for a course about the Bible and the environ- ment, several years went by and I never seemed to get around to doing anything. Then I heard about the Piedmont Project, directed by Professor Peggy Fox and Senior Lecturer Arri Eisen in biol- ogy, which brings together faculty who want to integrate environ- mental issues into their teaching and provides resources, training and encouragement for this kind of course development.

The seminar itself was both exciting and more than a little daunting. Here were faculty who did real environmental science, who dealt with legal context of environmental issues, the eco- nomics of environmental protec- tion, the relationship between the environment and public health, and much more. Confronting the immense complexity of the issues as they were embodied in so many disciplines, was overwhelming. It helped me think about teaching across the disciplines, and how to incorporate water themes and an action component to religious education. I was also surprised how well the seminar drew low-preparation courses, even those with biblical studies. I was asked at first, “Is the Bible green?” What questions could be easily answered? What could help them mobilize the community’s enthusiasm for environmental action? The seminar itself was both exciting and more than a little daunting. Here were faculty who did real environmental science, who dealt with legal context of environmental issues, the economics of environmental protection, the relationship between the environment and public health, and much more. Confronting the immense complexity of the issues as they were embodied in so many disciplines, was overwhelming. It helped me think about teaching across the disciplines, and how to incorporate water themes and an action component to religious education. I was also surprised how well the seminar drew low-preparation courses, even those with biblical studies. I was asked at first, “Is the Bible green?” What questions could be easily answered? What could help them mobilize the community’s enthusiasm for environmental action?

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Taking Stock

BY ERIC RANGUS

Sharon Strocchia knows a lot about history. As an associate professor of the subject, that comes with the territory, of course. But as any historian might say, the past and the present are always in vigorous conversation with each other.

“When people ask, ‘what is your specialty?’ I say history,” said Strocchia, who joined Emory’s history faculty in 1988. “There is so much in motion and so many ideas, new proposals and initiatives floating around that it’s quite exciting when you try to discern what could and should happen. What’s truly exciting for me is that Emory has been amassing potential for a long time in terms of intellectual talent, faculty, resources and so forth, and now it’s the right moment to realize that potential. So this is a very exciting year for me.”

In more ways than one, Strocchia is president of the University Senate and chair of the Senate Council for the 2004-05 academic year. “Every year that excitement frequently will come boiling on her door.

The Senate’s theme this year is “Visioning Emory’s Future,” that theme is tied not only to the vision statement created last year, but also to the strategic plan that is now being crafted to guide the University into the future.

Figure out the Senate’s role in that equation is what Strocchia seeks. “The Senate could be a more robust and active body,” she said of the roughly 90-member group, which encompasses administrators, faculty, staff and students.

“I’d like to make the Senate a more vibrant intellectual forum for the community at large by bringing in—on an ongoing basis—issues that come up in the community from the Senate’s standing committees or ad hoc committees, and also be proactive toward seeing things on the horizon,” she continued.

Strocchia added that the Senate’s unanimous passing of a resolution brought forth by the President’s Commission on LGBT Concerns asking the University to reaffirm its policies on behalf of the rights of gay and lesbian persons, in light of the then-to-be-rolled-on main amending the University of California, was an example of an essential development affecting the campus community. Internal developments, including a review of the employee benefits package—Strocchia chairs the committee that conduct the review—are numerous.

“The Senate should apprise the Emory community of big issues and debate those issues respectfully and civilly, to take on a larger agenda,” she said.

An offshoot of the Senate, but no less a responsibility for Strocchia, is her chairship of the Faculty Council. There, too, her goal is to streamline the body’s structure. “Are we the right size?” she asked. The council has 28 members plus the three chairs. “Do we have the right composition? Should all members be elected?” Faculty from every part of the University are represented, 18 are elected, eight appointed by the president.

As an answer to those questions, the council is undertaking a comprehensive self-review with the goal of making it a more effective communication tool not only upward to the administration but across the schools as well. Strocchia hopes to have a set of recommendations due ready for a vote by the end of the academic year. Any changes would be phased in during 2005-06, and since the council is affiliated with the Senate, the changes would be felt there as well.

It’s a long and complicated process and one that speaks to the flexibility of University governance in general. A prime reason Strocchia is so concerned with the flexibility of the Senate and council is that she sees them as essential tools of the Strategic Plan.

“A prime reason Strocchia is so concerned with the flexibility of the Senate and council is that she sees them as essential tools of the Strategic Plan. "One of the great ironies for me is that I spend part of every year looking at documents that are six or seven hundred years old, because those communities thought it useful to keep thorough records," Strocchia said. And the nuns were particularly adept at the practice. Strocchia said they recorded everything down to the most minute detail, such as the exact number of eggs purchased for a feast.

“There are three of the kind of records in the Florentine archives, from palm-sized, 20-page notebooks to 850-page, leather-bound books,” she continued. “Yet if you try to find out about the history of the University Senate more than 10 or 15 years ago, you are at a loss. We need to do a better job of documenting how we have grown as an institution.”

Visioning that future and making that history is something Strocchia and the rest of the Senate and Faculty Council clearly will relish.

HUMANRESOURCES

The right course

There is always an opportunity at Emory to learn, whether it be for professional development or personal health and wellness. As an employer, Emory promotes and supports professional development for staff, as well as health and wellness education. The University recognizes the importance of staying fit, mentally and physically, by offering a wide range of professional developmental courses and wellness programs.

Professional development

Those looking to advance their personal knowledge can visit the HR website at http://emory.hr.emory.edu/training.nsf to view course descriptions, schedules and to register online. A paper copy of the courses is available by calling 404-727-6767.

Employees approved to attend Emory sponsored classes or programs (including the skills enhancement program and career counseling) are to be paid for the hours they attend during normal working hours. Overtime or compensatory time off is applicable for non-exempt employees if the required training extends their work week beyond 40 hours. Courses taken should be incorporated into the employee’s development plan as part of their annual performance management evaluation.

For more information, call 404-727-7697.

Personal health and wellness

The Faculty Staff Assistance Program (FSAP) is committed to help faculty and staff pursue wellness as a way of life by promoting healthy ways of enhancing the quality of life at work and at home. A calendar of events can be found at http://emory.hr.emory.edu/fsap/health.htm.

FSAP also offers HealthBreak, a wellness initiative that promotes healthy practices in the workplace. It helps employees discover how to improve their health while at work by offering healthy strategies nutrition, fitness, wellness and stress reduction. HealthBreaks provides the opportunity to release tension from the workday with a series of simple exercises/techniques that help people relax and focus on what they are doing and what they have done. This program also encompasses chair yoga, desk-ercises, meditation and breathing techniques.

For employees who have a hard time getting away to attend workshops and special programs, professionals for both HealthBreaks and StressBreaks will come to your work to provide the workshops.

For more information or to coordinate a HealthBreak or StressBreak, call Julie Bernath, wellness coordinator, at 404-727-9620.

Katherine Hinson is director of HR communications.
Four prominent artists from the New York and Atlanta dance communities, along with an Emory faculty member, all choreographed work for “The Bigness of Small: Contemporary Dance Works That Open the Mind.” The 2004 Emory Dance Company Fall Concert, scheduled for Nov. 18 at 8 p.m. in White Hall, will address questions in a public conversation about “The Geopolitics of the European Union,” moderated by Professor of Political Science Demetrios Zagorakis.

An outspoken and highly visible politician, the Netherlands’ Bolkestein has led several efforts to enforce European single-market regulations. In the past year, he butted heads with the European Court of Justice for flouting euro stability regulations. He worked for the Royal Dutch Liberal Party (VVD) from 1990-98. Bolkestein has held many important positions during his 30-year career in politics. He became a member of the Dutch Parliament in 1978 and has served as minister for foreign trade (1992-86), minister of defense (1988-89) and leader of the Dutch Liberal Party (VVD) from 1990-98.

Prior to entering politics, Bolkestein studied mathematics and physics at the University of Oregon and the University of Amsterdam and in law in Leiden. He worked for the Royal Dutch/Shell Group of Companies for 16 years, working in Europe and the Americas, including the Netherlands, London and Paris, before leaving to begin a career in politics.

Bolkestein’s visit to Emory will include several presentations to faculty and students, class visits, and private discussions with graduate students, faculty and University administrators. On Tuesday, Nov. 16, from 8:30-9:45 a.m. in 110 White Hall, Bolkestein will visit the offices of the Office of Equal Opportunity and Professor Christian Tsichkoch’s “Introduction to Comparative Politics” class to discuss EU policies and current political issues in Europe.

For more information on any of these events, contact the Halle Institute at 404-727-7504.

Fall Dance Concert explores ‘Bigness of Small’ Nov. 18-20

BY ANNA LEO

Four prominent artists from the New York and Atlanta dance communities, along with an Emory faculty member, all choreographed work for “The Bigness of Small: Contemporary Dance Works That Open the Mind.” The 2004 Emory Dance Company Fall Concert, scheduled for Nov. 18 at 8 p.m. in White Hall, will address questions in a public conversation about “The Geopolitics of the European Union,” moderated by Professor of Political Science Demetrios Zagorakis.

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Laelie Mendelson is communications coordinator for the Office of International Affairs.

WAGNER from page 1

statement and some key hearings in senior administration, but there have been none.

“We’ve been challenged by things that we’ve encountered from our vision than we like to be,” Wagner said. “We’ve got to be flexible and keep our eyes open.”

Now is a “deliberate, intention- al time at Emory,” he said, as the University has moved from the broad ideals of the vision statement into the task of strategic planning, which in turn will lead to a comprehensive campaign getting under way next fall. If the strategic plan will be a “road map” to Emory’s vision, Wagner said, the campaign will provide the fuel to get there.

But he said the University won’t wait for the campaign to start moving. The administration

is examining how to carve out a “nest egg” from existing resources to help launch initiatives identified through the strategic planning process. “If the nest egg gets us out of the gate,” he said, “the second, third and even the comprehensive campaign will keep us going.”

In all, Wagner fielded a dozen questions, from the audience and from LearnLink. Several dealt with employment-related subjects, such as the recent update of the Labor Standards Act (FLSA) changes and their effect on Emory employees; those with rising health care costs will affect the University’s benefits package to employees; the new performance management system; and whether employees may be allowed to evaluate their supervi- sors in the future; and an apparent drop in internal promotions.

On benefits, Wagner said a committee chaired by University Senate President Sharon Stroehla is looking at Emory’s overall pack- age, and Human Resources Vice President Alice Miller said she will be asking employees to help make “priority choices” in which bene- fits Emory should offer.

On the question of lack of internal promotion opportuni- ties, Wagner said the numbers do indicate that fewer University employees are being promoted than in years past, and that this needs addressing. All the members of the President’s Cabinet, he said, have been asked to identify a per- son on their floor and replace them on short notice, and he pro- posed extending this exercise across the Emory campus.

Wagner also was asked what progress has been made to advance community at Emory in the wake of last fall’s racial-language incident in the anthropology department, and he used the question as an opportunity to urge employees to respond to the upcoming Campus Climate Survey (see story, page 3). Concrete actions already have been taken (the revision of Emory’s dis- crimination-harassment policy, a review and proposed reorganiza- tion of the Office of Equal Opportunity Programs, a decision to hire a senior vice provost for diversity, community and institu- tional development), and having full and complete data from the climate survey will help the University identify what to do next, he said.

In response to a question about the Nov. 2 passage of Amendment 1, which (among other conse- quences) will amend the Georgia Constitution to define marriage as only between a man and a woman, Wagner reassured Emory’s lesbian, gay, bisexual and transgendered community that the amendment’s passage will have no effect on the University’s benefits for same-sex domestic partners—and, indeed, if those polices were challenged, Emory would oppose the challenge in court. That doesn’t mean, how- ever, that the University may not be negatively affected.

If the Atlanta or the state of Georgia become places where people of all backgrounds are not comfortable coming to,” Wagner said, “it makes our job [of pursuing truth] that much harder.”

As the talk came to a close, Wagner thanked the audience for attending and for using the event to point out areas of staff concern that could use more attention from the Administration Building. He turned to a follow-up administrator near the podium and asked, “We’re tak- ing notes here, right?”

The Employee Council Town Hall was webcast and can be viewed in its entirety at the council website (www.emory.edu/ EmployeeCouncil).
NEW treatments for common and devastating illnesses such as cancer, HIV, Alzheimer’s and cardiovascular diseases could reach patients sooner, thanks to the Office of Technology Transfer’s new Venture Lab program.

Six of these already are in clinical trials, and nine more are in initial stages. In addition, 12 diagnostic/device products are being developed by Emory licensees, and five of these already are being used or sold on the market.

Kevin Lei, formerly assistant director of technology transfer, is now associate director, and he will direct Venture Lab, which is supported by Emory and the Georgia Research Alliance. Lei has managed the University’s patenting and licensing applications—the nuts and bolts of technology transfer—since 1997. In his new position, he will help Emory scientists bridge the often formidable gap between academia and the business world, scouting out marketable technologies matching with venture capitalists and other investors, developing them, and delivering them to market.

“The proof of concept is not always straightforward and not necessarily what academics are focused on,” Lei said. “Our program will help scientists look at their discoveries in a new way. Understanding what is required for a product to be successful is a different focus from the work of research, which focuses on publication in peer-reviewed scientific journals.”

For more than a decade, the Office of Technology Transfer (OTT) has been guiding scientists and inventors through the complex patenting and licensing process, with more than 21 licensed therapeutic products currently in various stages of drug discovery, clinical development or regulatory approval.

“Having Venture Lab under the same roof as OTT makes us unique and leverages the investment the University already is making in technology development,” Lei said.

EMORYSNAPSHOT

The rhesus macaques at Yerkes’ Field Station in Lawrenceville were part of the program at a Nov. 3-7 workshop on advanced primate training. Organized by Mollie Bloomsmith, Yerkes head of environmental enrichment, the program helped facility managers, veterinarians, supervisors and animal care staff learn techniques in effective behavioral management and environmental enrichment to use in their work with nonhuman primates. Bloomsmith designed the workshop with colleagues from the University of Texas and Active Environments Inc., and the four-day event was held in partnership with Zoo Atlanta.

VENTURE LAB TO SHEPHERD DISCOVERIES TO MARKET

BY HOLLY KORSCHUN

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By Holly Korschun

November 15, 2004

A t the Nov. 4 meeting of the President’s Commission on the Status of Women (PCSW), Chair Susan Gilbert proposed a meeting date change from the first Thursday to the third Thursday of the month in order to review and comment on agenda items at University Senate meetings. It was unanimously approved and will be effective as of January.

Guest speaker Alice Miller, vice president for Human Resources (HR), addressed the commission about Fair Labor Standards Act (FLSA) changes and Emory’s compliance. Miller said HR reviewed 150 (out of 1,500) job titles and determined some 40 job titles (about 800 University employees, 850 counting Emory Hospital) would be affected. Administrators and/or committees are reviewing the changes and making case-by-case recommendations. A month from now, an external consultant also will review the changes. In December, Miller said, final determinations will be communicated to the affected individuals by their supervisors.

Gilbert updated members on the gender equity report, which examines the hiring of women faculty along with attrition and salaries by gender in the School of Medicine. She said the study is now complete and does reflect a salary gap based on gender. Gilbert will submit the report to President Jim Wagner with recommendations. The study will not be published because salaries could be recognizable.

Staff chair Susan Carini said the committee has hosted brown bag lunches about the FLSA changes, and it also is trying to find designated locations for mothers to nurse infants other than in the Children’s Hospital and the nursing school. Finally, Carini said, the committee continues to monitor the progress of the Mentor Emory program.

Student concern chair Bennett Hilley proposed that alternate student member Katya Crowther change her status to full time, and the commission unanimously approved. Crowther reported the group is investigating the retention of women students in the sciences and may conduct a survey. In addition, the committee is looking into creating a mentoring program between graduate and undergraduate students.

Women in leadership chair Allison Dykes said the committee is working on two letters to submit to Wagner. The first will formally ask that women be considered in searches for open senior-level positions, and the second will ask him to appoint a woman to the President’s Cabinet. The group also is working on a proposal that would send two women a year to a Summer Institute for Women in Higher Education Administration at Bryn Mawr College in Pennsylvania.

Center for Women Director Ali Crown reminded everyone that the deadline for Unsung Heroine Awards nominations is Nov. 15. The next PCSW meeting will be Thursday, Dec. 2, at 4 p.m. in 400 Administration.—Katherine Baust

If you have a question or comment for PCSW, e-mail chair Susan Gilbert at susan.gilbert@bus.emory.edu.

SURVEY FROM PAGE 1

A five-point scale to gauge employee attitudes, there is a “don’t know” response for questions on which individuals do not wish to share an opinion. A qualitative component, through which respondents may offer thoughts in their own words, also is included, and the survey concludes with time and demographic questions.

Responses will be accepted through Dec. 10, then all data will be sent directly to Nolans, no one within Emory will see the responses until the results are assessed and returned. Nolan will create reports both on the division and Universitywide level, and will send them to positive and negative attributes, how survey areas rank, and recommendations for follow-up opportunities. The President’s Cabinet will be the first to see the outcome, followed by PCORE.

What’s important is there are questions about fairness in the workplace, and that was a big concern of staff at the ‘dialogue’ discussions in the spring,” said Wong, referring to a series of five diverse dialogue sessions held in the spring in response to the anthropology incident.

Organized by faculty in Emory’s violence studies program, the dialogues gave University staff an opportunity to talk about the perceptions of Emory’s climate of diversity in the workplace, and to write anonymous comments on notecards. Those comments were assembled and forwarded virtually to Wagner.

Both Wong and Grey were pleased the Campus Climate Survey will give respondents the chance to offer opinions in their own words, as well as provide quantitative data. Most of all, they’re simply happy that a project PCORE feels is long overdue will finally come to fruition.

“It was unnecessary, but without the incident last fall, the survey may not have been the priority it’s been,” Grey said. “We’re hoping that will positively affect participation.”
New book explores societal reactions to emerging illness

BY TIA WEBSTER

H ow do social, political and economic factors determine the amount of public attention and research funding a disease attracts? In other words, how do certain diseases “emerge” onto the public health agenda?

Some illnesses, like Lyme disease, have prompted a great deal of scientific research and community awareness campaigns. Other diseases, like Hepatitis C—an extremely widespread infection that is currently attracting relatively little attention. And still others, like sick building syndrome or community clusters of illnesses possibly related to environmental toxic exposures, are hotly contested but ultimately claim little support.

An interdisciplinary group of researchers, including three faculty editors from Emory, have collaborated on the book, *Emerging Illnesses and Society: Negotiating the Public Health Agenda* (Johns Hopkins University Press, 2004), a volume that uses 13 historical and contemporary case studies to examine how new diseases are championed by certain groups and ultimately work their way onto the public health agenda.

The book suggests five factors that may determine why some illnesses attract funding and advocates while others remain obscure and neglected. They are:

• the social standing of the people affected by the illness
• the level of community activism
• epidemiological characteristics of the disease
• the availability of clear diagnostic guidelines or tests.
• media coverage of the problem.

Along with the case studies authors, the editors attempt to develop a “big picture” of these social and political processes that occur in bringing certain health problems to the forefront.

The contrast between the histories of Lyme disease and Hepatitis C is instructive. Among the first identified victims of Lyme disease were wealthy people (and medical researchers) who vacationed in places like Nantucket or lived on large, dispersed parcels of land five acres or larger. Living in areas of five-acre zoning thus was identified as a risk factor. Several citizen action groups around the problem of Lyme disease were formed, demanding media attention, research and more funding.

In contrast, Hepatitis C (once called Non-A/Non-B Hepatitis) has received very little attention, in part because so few people of the people who suffer from the disease are poor and cannot organize into citizen action groups. The historical experience of AIDS activism, including the memorable public tactics of groups like ACT-UP, was also instructive, the book says.

“Without an interdisciplinary conversation, people tend to think only within the confines of their particular public health problem, disease or issue.”

—Peter Brown, anthropology

A repetitive drop in oxygen levels in newborn rats, similar to that caused by apnea (brief pauses in breathing) in some human infants, is followed by a long-lasting reduction in the release of the brain neurotransmitter dopamine, according to an Emory research study.

Because dopamine promotes attention, learning, memory and a variety of higher cognitive functions, the researchers believe repetitive apnea during neonatal development may be one factor leading to the development of attention deficit hyperactivity disorder (ADHD). The research was reported at the 2004 annual meeting of the Society for Neuroscience’s annual meeting in San Diego on Oct. 24 by neurology’s Glenda Keating and Michael Decker.

Apnea of premature occurs in up to 85 percent of all premature-born human infants, and obstructive sleep apnea occurs in 3–27 percent of all children. Data from previous studies suggests that diminished release of brain dopamine may be responsible for behaviors such as impulsiveness and distractibility, reduced self control and impaired learning, which are hallmark traits associated with ADHD.

Previous studies in Decker’s lab have shown that newborn rats who experience repetitive drops in blood oxygen levels go on to develop behavioral traits similar to those seen in humans with ADHD. This is the first time, however, that researchers have linked repetitive reductions in blood oxygen levels during a period of critical brain development to long-lasting deficiencies in release of dopamine specifically within the striatum, which is one of the brain regions important in modulating behavior, learning and memory.

The scientists exposed newborn rats from seven to 11 days old to either 20-second bursts of a gas containing low oxygen content or to bursts of compressed air. Once the rats matured into juveniles, the scientists studied their locomotive activity and brain dopamine levels. They found that juvenile rats exposed to brief reductions in oxygen during their neonatal period had a 50 percent reduction in release of dopamine and were hyperactive.

Traditionally, ADHD has been attributed to genetic causes, environmental toxins or maternal use of nicotine, alcohol or drugs. Also, researchers generally have believed that the newborn brain is somewhat resistant to subtle disturbances in blood oxygenation. However, this study demonstrates in rats that, during a critical window of brain development, long-term defects in the release of dopamine can occur following as few as five days of subtle repetitive reductions in blood-oxygen levels, and the hyperactivity and impaired learning that also occur are not noticeable until later, when juvenile animals are old enough to display these behaviors.

The Emory scientists found that juvenile rats exposed to repetitive drops in blood-oxygen levels as newborns also had a 50 percent increase in the level of dopamine stored in the brain tissue of the striatum compared to control rats and a reduction in the release of dopamine, showing that instead of releasing dopamine, they were abnormally storing it.

By linking reductions in blood oxygen during critical times of development to changes in dopamine function, we hope to shed light on the mechanisms of ADHD, which have been poorly understood to this point,” Keating said. “Our results show that a relatively common occurrence in newborns could have long-lasting negative effects, and we believe our model has great potential for creating new insights and leading to new interventions and therapies.”

The research was funded by the National Heart Lung and Blood Institute and conducted by the Program in Sleep Medicine and the Department of Neurology.
Lanny Liebeskind will return next fall to full time teaching and scholarship in chemistry after serving five years as Emory College's senior associate dean for research. Dean Bobby Paul is seeking nominations for a successor, for whom Liebeskind had these words of advice: "Get lots of sleep and exercise."

Former music chair White dies at 84

**By Sally Corbett**

Internationally recognized music historian and a longtime teacher of Atlanta's arts community Chappell White died Nov. 2 in Sewanee, Tenn. He was 84.

Born in Atlanta, White was the son of former Emory President Goodrich White and author Helen Chappell White. He is remembered as a key figure in Emory history for advancing the arts, advocating for a permanent home for the arts and teaching future musicians and patrons.

White graduated from Druid Hills High School in 1936 and then from Emory College four years later. He earned a master's degrees from Westminster Choir College (1942) and Princeton (1952), going on to receive his Ph.D. from the latter in 1957. During World War II, he served in the U.S. Army Air Corps, flying 25 combat missions from 1944–45.

From the 1950s to the 1970s, White was on Emory's faculty, serving first as chair of the Department of Fine Arts and later of the Department of Music. White was a violinist and member of the Atlanta Symphony Orchestra, and he was music critic for the Atlanta Journal. White specialized in late 18th century music, authoring books on Vivaldi, Viotti and Wagner.

"Chappell was the first on the scene, the lone man trying to build a music program," said retired business school professor and Friend of Music past president James Hund. "If you live long enough, you may see your dreams unfold, and fortunately he was able to attend the dedication of the Schwartz Center.

Donna Schwartz, 62, a recent Emory Medal recipient, remembered White as an inspiring professor. "Everybody really loved him, he was the main music teacher, and I took as many electives with him as I could," Schwartz said. "Years later, when an arts center was proposed, it seemed like the best idea the world. Chappell White is in that arts center."

Anne Jones, widow of the late Boisfeuillet Jones, credit-Chappell White as a great arts leader on and off campus. "Chappell combined his talents as a professional artist, educator, historian and music critic, which enabled him to serve as a bridge in the arts between Emory and the greater community," she said.

In 1974, White joined the music faculty at Kansas State University. In 1992, he retired and joined the faculty of the University of the South in Sewanee, where he taught part-time until 2002. White is survived by his wife, Barbara; daughter Patricia (a staff member at Emory's School of Law) and Victoria; a son, Tyler Goodrich, and daughters-in-law Laura, and two grandchildren.

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**EMORY COLLEGE**

**LIEBESKIND TO STEP DOWN FROM RESEARCH POST**

*BY MICHAEL TERRAZAS*

Lanny Liebeskind, Samuel Chandler Dobbs Professor of Organic Chemistry, announced last week that he will step down after five years as Emory College senior associate dean for research in order to return full time to his teaching and scholarship, effective Aug. 31, 2005.

"By next summer I will have been in the administration for nine years, four as chair of chemistry and another five in my current position," Liebeskind said. "I never saw myself as a full-time administrator at an age where if I continue in administration, my research will fade away. So I thought it was an appropriate time to take a break, of sorts. I'll stay active in serving the institution, just not as a full-time administrator."

Announcing the decision in an e-mail to college faculty, Dean Bobby Paul praised Liebeskind's five years as senior associate dean, saying his service raised the quality, quantity and impact of research and research support. Paul also called for nominations for Liebeskind's successor.

"The position requires a knowledge of the world of grants and grant writing, as well as an ability effectively to encourage and support the faculty in their efforts to accomplish their research goals with external funding," Paul said.

"The senior associate dean must therefore be both a strong administrator and a faculty advocate, and should be conversant with current practices and guidelines in the federal and other grant-making bureaucracies, as well as being an accomplished research scientist in the broadest sense." Liebeskind, who specializes in organometallic and synthetic organic chemistry, earned his Ph.D. from the University of Rochester in 1976. He is editor of Advances in Metal-Organic Chemistry and associate editor of Organometallics.

Asking what words of advice he would have for his successor, Liebeskind quipped, "Get lots of sleep and exercise."

"It's very important to ground yourself in the faculty presence," he said, turning serious. "You have to step back and see why we have an administrative structure in the first place. You have to test your decisions against larger philosophical questions like that. It's a balance between having the appropriate amount of bureaucracy and having no oversight at all."

Paul said candidates for Liebeskind's successor may come from the college, other schools and units at Emory, or from another institution.

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**UNITED from page 1**

professional vocations of service grounded in both law and in faith commitments," said Alexander, professor of law and the program's co-director.

The program grew to encompass more than a dozen domestic and international research projects, several major international conferences and public forum sponsorships, four book series and a visiting fellows program. Students from four Emory schools can take program-sponsored courses (the program offers 14 cross-listed courses), and 57 Emory faculty from 20 fields of study participate in the program's work. The schools of law, theology, the graduate school, Emory College and the provost's office provide administrative oversight at all.

The CISR, a University-wide program headquartered in the School of Law, was founded in July 2000 with a $3.2 million grant from the Pew Charitable Trusts. The grant provided five years of seed money to establish a center of interdisciplinary religious scholarship. Emory was the fourth university to receive such funding (there are now 10 such centers), and the center was designed to provide intellectual space and programming for faculty and students.

CISR has attracted leading scholars to serve as project directors, including renowned church historian Martin Marty, and Donald Dietrich, Campbell Professor Emeritus from the University of Chicago.

Over the last four years, the CISR and Law and Religion programs have collaborated on several joint projects and forums and have shared faculty, staff and—in the case of Witt—a director. "We have been working with overlapping staff, the natural next step, after the expiration of the seed grant, is to consolidate our efforts," said Witt, the only director CISR has known.

All ongoing projects from both CISR and the Law and Religion Program will continue, and new ones continue to be launched. The most recent is on Christian jurisprudence in the 21st century, supported by the Alonso L. McDonald Family Foundation (McDonald is a former member of the Board of Trustees). In addition the new center will add a public policy component focusing on religious liberty, marriage and family, and international human rights.

Included among the new, merged center's teaching, research and public education offerings will be four joint degree programs encompassing the law, theology and graduate schools. Research projects in Christian, Jewish and Islamic legal studies; religion and human rights; and a host of other activities. The CISR's two major research projects on "Sex, Marriage and Family & the Religions of the Book" and "The Child in Law, Religion and Society" will continue unaffected.

Although more than two years away, the Pew grant that helped establish the CISR will expire on Dec. 31, 2006, and planning already has begun to ensure funding support through a permanent University endowment. Establishing that endowment was a condition of Emory's receiving the Pew Center's start-up funds.

Witte said he would leave the announcement of whether the CISR is a success to someone else, but statistics tell a rather dramatic story. The center was originally tasked to produce four books and two projects, 19 projects and 59 books have come out of CISR.

The official merger of the CISR and Law and Religion programs is expected to take place Sept. 1, 2005, with Frank Alexander (left) and John Witte will be co-director and director, respectively, of the new Center for the Study of Law and Religion (CISR/Law). Frank Alexander (left) and John Witte will be co-director and director, respectively, of the new Center for the Study of Law and Religion (CISR/Law).

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The official merger of the CISR and Law and Religion programs is expected to take place Sept. 1, 2005, with administrative consolidation already has begun. The merged center will be located in the School of Law's Gambrell Hall, and setup for the office space will continue through next summer.
**PERFORMING ARTS**

**TUESDAY, NOV. 16**

*European Art Cinema series*
- *Chinese Roulette (Chinesisches Roulette)*. Ranier Fassbinder, director. 8 p.m. 206 White Hall. Free. 404-727-6354.
- *Crusades in Cinema film series*
  - *Saladin (al-Naser Salah ad-Din)*. Youssef Chahine, director. 8 p.m. 101 White Hall. Free. 404-727-6761.

**WEDNESDAY, NOV. 17**

*Female director film series*

**THURSDAY, NOV. 18**

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

**FRIDAY, NOV. 19**

*Concert*

**SATURDAY, NOV. 20**

*Brave New Works*
- *Antony and Cleopatra*. John Ammerman, director. 7:30 p.m. 8 p.m. 205 White Hall. Free. 404-727-5050.

**SUNDAY, NOV. 21**

*Brave New Works*
- *Shakespeare’s Fools*. Vincent John Ammerman, director. 7:30 p.m. 8 p.m. 205 White Hall. Free. 404-727-5050.

**Emory Mastersingers concert**
- 8 p.m. Emerson Concert Hall, Schwartz Center. Free. 404-727-5050.

**MONDAY, NOV. 15**

*Andean studies lecture*
- *Ex Now*! Larry Altman, The Between Ancient and Modern. 4 p.m. 205 White Hall. Free. 404-727-7904.

**LECTURES**

**TUESDAY, NOV. 16**

- *Schatten Gallery exhibit*
  - *Beneath the Banyan Tree: Ritual, Remembrance and Storytelling in Performed Indian Folk Arts*. Federico Ransom, performing. 8 p.m. 206 White Hall. Free. 404-727-6354.

**WEDNESDAY, NOV. 17**

*Women’s Health and Wellness lecture*

**THURSDAY, NOV. 18**

*Surgical Grand Rounds*
- *Surgical Training and Surgical Practice: Where Are We Headed?* Mark Malangoni, Case Western Reserve University School of Medicine, presenting. 7 a.m. Emory Hospital Auditorium. Free. 404-727-2196.

**FRIDAY, NOV. 19**

*University worship*

**SATURDAY, NOV. 20**

*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.

**MONDAY, NOV. 15**

*Brave New Pathogen Training*
- 2 p.m. 306 Dental School Building. Free. 404-727-4910.

**TUESDAY, NOV. 16**

*Frontiers in Neuroscience lecture* 4 p.m. 205 White Hall. Free. 404-727-3707.

**WEDNESDAY, NOV. 17**

*Religion*

**MONDAYS**


**TUESDAYS**


**WEDNESDAYS**

*Carols and Meditation* 4 p.m. 205 White Hall. Free. 404-727-3707.

**THURSDAYS**

*Weekly Zen meditation* 4 p.m. S423 Callaway. Free. 404-727-3707.