HUMAN RESOURCES

Employees participate in FLSA review process

BY KATHERINE HINSON

The University committed to reviewing its compliance with FLSA by looking at every position affected by the changes. Additionally, a legal consultant, Boyd and Greene, was engaged to advise on the data collection and review the recommendations from each unit. The consultant also conducted training for approximately 70 Emory employees from all units who were involved in the review process.

“I first thought that [the process] was just a way for [Human Resources] to pacify us,” said Connie Copeland, office manager for physics. “But after the training, I was pleased with it.”

“The training was good—distilling the regulations down to understandable ideas, looking at the criteria and regulations,” said Denise Brubaker, office manager for political science. “After the training, I had confidence that we understood the implications.”

See FLSA on page 5

Ga. vote shouldn’t affect Emory policies

BY MICHAEL TERRAZAS

Despite the Nov. 2 passage of Amendment 1, which approved a change to the Georgia Constitution to redefine marriage as only between a man and a woman, Emory’s policy of extending benefits to same-sex domestic partners is not in jeopardy, according to the Office of the General Counsel.

The amendment’s second clause—which was not printed on the ballot Georgians read at the polls on election day—outlaws civil unions between same-sex partners, and contains legally vague language that potentially threatens other aspects of same-sex partnerships, including health and other benefits, some have worried. But since the University’s benefits to same-sex partners are based on signed declarations that have nothing to do with Georgia marriage law, those policies will not even have to be revised following the passage of Amendment 1.

“Private employers have a lot more latitude; for Emory, it’s a matter of whether two people have a real commitment to each other,” said General Counsel and Senior Vice President Kent Alexander. “We recognize that marriage is not open to some people, and new civil unions aren’t either.”

The University first made benefits available to same-sex partners in July 1995, and Alexander said Human Resources (HR) did it the right way. Instead of requiring two people to be joined in a civil union or other arrangement affected by state law, Emory set its own standard for what constitutes an emotional and financial commitment.

Still, despite this policy, one area where the University does have to abide by state law is in medical decision-making. At Emory Hospital, for instance, if an individual requires medical treatment and has not legally granted decision-making powers to his or her partner, that authority rests with the individual’s blood relatives. One option available to gay couples is to draw up and sign durable power-of-attorney for health care documents granting one another the authority to make such decisions. However some individuals may not be aware of this option, or one partner may be incapacitated unexpectedly before papers are signed. Therefore it’s important for the gay community to know this alternative exists, Alexander said.

On Oct. 26, the University Senate unanimously passed a resolution reaffirming Emory’s support for its benefits policy and declaring that Georgia voters should be fully informed about measures on which they were voting. Following the election, President Jim Wagner echoed that sentiment and lamented that the amendment’s passage could make Georgia as a state appear less hospitable.

“Our opinion regarding the referendum on Amendment 1 is that Emory’s policies will not be affected directly, but that even as Emory itself wishes to be a welcoming, destination University, it desires to be located in a welcoming, destination state,” Wagner said. “Emory would seek legal recourse to judgments based upon Amendment 1 that would seek to alter our benefits policies.”

The President’s Commission on LGBT Concerns worked with Wagner and the Senate leadership to draft the resolution passed in the Oct. 26 meeting. LGBT Commission Chair Cathi Wentworth said the commission is pleased with the action.

See POLICIES on page 5

CAMPUS NEWS

Emory, Oxford events celebrate holiday season

BY DEB HAMMACHER

Emory will be alive with holiday spirit this December, as seasonal themed events—from choral concerts to advent services to sing-alongs—will be held on the Atlanta campus and at Oxford College.

The highlights include:

• The Oxford Chorale Holiday Concert, Dec. 2–3, featuring Maria Archetto, director. Traditional carols and winter songs will mark the start of the festive holiday season. 8 p.m. $5 general admission, $4 all students. Chapel, Oxford College. 770-784-8389
• Festival of Nine Lessons and Carols, Dec. 3–4, featuring the Emory Chorus and Concert Choir (Eric Nelsen, director). Since 1935, the peaceful choral offerings of this Emory holiday tradition have provided a perfect beginning to the yule season. An adaptation of the 12th century Christmas service’s King’s College Chapel in Cambridge, England, the Festival of Nine Lessons and Carols brings community and chorus members together in a warm glow of candlelight for international seasonal music and scripture readings.

Highlights of the event include

See HOLIDAY on page 4

CAMPUS NEWS

Emory Report

November 29, 2004 / volume 57, number 13

www.emory.edu/EMORY_REPORT
A R O U N D C A M P U S
Forum, film screening to benefit Sudan actions
“Sudan: Take Action,” a forum to raise awareness and discuss options for working to stop the genocide in Sudan, will take place Tuesday, Nov. 30, at 7 p.m. in WHSCB auditorium. The event is free and open to the public.

Two upcoming screenings of the film Who Nose by the School of Medicine’s Neil Shulman also will benefit Sudan. Take Action. The film will be shown Saturday, Dec. 4 at 4 and 7 p.m. and Sunday, Dec. 5 at 3 p.m. in Harland Cinema. For more information, call 404-633-7175.

S c i e n c e C o a l i t i o n w e b s i t e f e a t u r e s " e m o r y . w w w . s c i e n c e c o a l i t i o n . o r g "
A wide range of Emory’s research programs are highlighted on the website of the Science Coalition (www.sciencecoalition.org), a national organization whose mission is to strengthen government investment in university-based research.

Emory’s research profile—the University received more than $615 million in external research funding in fiscal 2004—can be accessed by clicking on “Search Emory Around the Labs” and selecting “archives.”

E.H.C. WHSC raise $305K for Heart Walk
About 1,800 Emory Healthcare and Woodruff Health Sciences Center staff participated in the Nov. 6 American Heart Association’s Heart Walk, raising some $305,000. Emory was the Heart Walk’s top fund-raising team. John Howell, head coach Men’s & Women’s Swimming

F i r s t P e r s o n
Charles Raison is assistant professor of psychiatry and behavioral sciences.

R e c e n t l y I had the honor of helping to organize the symposium, “Mind-Body Medicine at the Interface of Mood and Health: Tibetan Buddhist and Western Perspectives on Emotion in the Medically Ill.” I was additionally charged by the Emory-Tibet Partnership with presenting the “Western” view of how mind and body interact in ways relevant to mood disorders—a daunting task under any circumstance, but one made even more so by the fact that I was the offspring of the world’s foremost Tibetan physician (that I had only 45 minutes to present the “path” of the universe to the Buddhists would say, didn’t help either).

One of the great pleasures of taking part in events like this is that there are great excuses for talking extensively with people like Dr. Peni Dorjee, whose six-week stay at Emory was the impetus for organizing the symposium in the first place. Dr. Dorjee is widely regarded as the most eminent living practitioner of Tibetan medicine—a system of diagnosis and treatment based on Buddhist philosophy that extends backwards into antiquity. Refining his great experience, he serves as physician for His Holiness the Dalai Lama.

Several times of lively exchange with Dr. Dorjee left me marveling at a paradox. Despite radically different assumptions about how about the world, developments in Western science give increasing credence to a central tenant of the Tibetan system: that conscious states play a key role in maintaining health and in developing illness. Moreover, the stereotyped notion—that traditional Eastern medical systems ascribe all major causes of illness to either mental or spiritual factors—was overthrown as I listened to Dr. Dorjee talk about ways in which changes in the physical body can profoundly affect mental states. When he told me that he counsels many patients with mood disorders, symptoms, “It is not you, it’s the depression,” I felt a sudden urge to offer him a faculty position in the Department of Psychiatry, the Budai Emory. However, I also was struck by a difference between our traditions that previously had escaped my notice. In the West, medical education involves learning the answers to all sorts of “how” questions, which is why doctors are often so good with facts and figures but (frequently) so sadly lacking when patients ask “why” questions.

Tibetan medicine, on the other hand, is an elaborate system (also requiring the memorization of a burdensome number of facts and figures) that derives from a Buddhist perspective that is human beings are captive to the three mental poisons of ignorance, craving and aversion. Even the type of physical body we possess (as well as the character of the world in which we inhabit) is created by these three primordial stains on consciousness. This is the “path” of Tibetan Buddhist medicine.

What is the path of Western medicine? How does it answer “why” questions? Specifically, what is behind the tragic phenomenon of major depression in patients who are medically ill? Is there a Western equivalent to the three Buddhist poisons? Amidst great foliage and many aspects of mental and physical functioning that other- wise appear meaningless. More offspring in the next generation.

• These offspring would be more adaptive to respond to the next generation. Without ever pondering a more offspring in the next generation.

Do health and happiness go hand in hand?

Do health and happiness go hand in hand?

Cindy Fontana assistant coach

Men’s & Women’s Swimming

EmoryReport

EmoryReport

EMORYREPORT (USPS705-769) is published and distributed free to faculty and staff of Emory University and weekly during the academic year, semimonthly May-August, by the Office of University Communications, 1627 N. Decatur Road, Atlanta, GA 30322. Periodicals postage is paid at Atlanta, GA. Postmaster: Send off-campus address changes to Emory Report, c/o Development Services, 785 Gatewood, Atlanta, 30322.

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On Nov. 6, Cheryl Elliott received the Georgia B. Sunderland Practitioner of the Year–Lifetime Achievement Award from the International Society for Crime Prevention Practitioners at its 25th annual symposium, held this year in Scottsdale, Ariz.

According to its description, the award recognizes significant contributions made by outstanding crime prevention practitioners whose dedication and enthusiasm for crime prevention has positively impacted the quality of life for others.

“Lifetime?” said Elliott, a lieutenant with the Emory Police Department (EPD), picking out one of the words on her award. “This is not the end of my life, is it? Have I gotten old so? That’s a little scary.”

Elliott, who has worked at Emory for 15 years, was promoted to lieutenant in 1996 and assigned to EPD’s crime prevention unit, a six-member team she now leads. As such, Elliott is EPD’s point person not only for helping the Emory community detect, deter, delay and deny crime (as she says), but also in fostering a strong relationship between EPD and Emory’s faculty, staff and students.

“I think what the award says is,” Elliott continued, turning serious, “that it’s important to be a professional and respect what you do. I think being a police officer is a good calling for anyone. There are very few people who understand how important it is to be flexible enough to be a caring and compassionate person, but then have to turn around and make an enforcement decision in a life-or-death situation. It’s a good feeling to be a part of that group.”

“The award says ‘lifetime achievement,’ but it really should say ‘lifetime achievement up to now,’” said EPD Chief Craig Watson. “Cheryl has a long way to go in her career. We’re like a family here, and we really would be lost without her.”

While she is perhaps EPD’s most visible officer, Elliott frequently wears civilian clothes, even when she staffs events such as the recent freshman semi-formal. She is able to mix authority with approachability.

“My responsibility is to be a community contact,” she said, adding that for formal occasions, such as Commencement, she does wear her uniform. “That means we try to get involved with the activities that are going on. It’s not about staffing as much as it is about participating.”

Nowhere is Elliott’s community policing concept more apparent than through the Emory Watch program. Elliott created Emory Watch, the umbrella under which all EPD’s crime prevention programs fall, in 1996. Based on neighborhood watch programs prevalent across the country, Emory Watch provides information on creating a safe workplace, dealing with workplace violence, domestic violence or sexual assault, underage drinking, and a host of other issues.

Three years ago, Elliott took community relations even further when “public information officers” were added to her title. She not only works with reporters (often students) who write about crime on campus, but also serves as a resource for the Emory community—for victims of crime and anyone else who deals with EPD.

Elliott’s work extends beyond campus as well. She has several stories about Emory employees, faculty and even alumni who have contacted her with problems outside of work—such as being stalked, which has happened on more than one occasion. She isn’t able to do anything personally, but she can point them in the right direction by providing law enforcement contacts.

“I can be a resource who can give people the information they need to solve a problem,” Elliott said. “We are a model for some of the other agencies, in terms of their training director since 2002, Elliott has taught crime prevention courses throughout Georgia. In conjunction with the Atlanta Police Department, Elliott taught the first 80-hour training module for crime prevention ever held in the state.

“Emory demands all its officers to be the best and the most professional we can be,” Elliott said. “We are a model for some of the other agencies, in terms of their expecting their officers to react to situations and how they interact with the public. We try to set that bar high. We are respected in metro Atlanta and throughout the state; we’re one of the best-trained law enforcement agencies, and people don’t ‘police campus’ behind it.”

Cheryl Elliott

**EMORYPROFILE CHERYL ELLIOTT**

**BY ERIC RANGUS**

**Elliott began her law enforcement career in 1975 as an officer with the Georgia State University (GSU) police department. She was GSU’s first female to work overnight (her shift was 11 p.m.–7 a.m.), and she had her share of issues to deal with, far beyond keeping the streets safe on the downtown Atlanta campus.**

**Two male officers transferred off the shift rather than serve with a woman. She was not allowed to go out by herself. Even after being promoted to supervisor, a backup officer often would be assigned to Elliott when she responded to calls, including those as routine as a fire alarm. For her first year-and-a-half on the job, she didn’t tell her father she was a police officer. Elliott told him she was a dispatcher and when she visited, she hid her weapon in the trunk of her car.**

**“Eventually I learned that I had a gift for balance,” Elliott said, discussing how she settled on a career in law enforcement. “I’m able to accept the situation, be a professional, demand respect and give respect in return.”**

**Respect is something Elliott doesn’t lack at Emory. For instance, in 1995 she was named EPD Officer of the Year. She also has received awards from the Office of Multicultural Programs and Services for her diversity work, and in 2002 she was named an Unsong Heroine by the Center for Women. Not that Elliott is all that unusual. The student newspaper, The Emory Wheel, has named her one of the 10 best people to know on campus each of the last three years.**

**“I really don’t know if I can say this, but if the School of Medicine were to perfect cloning, I would love to have six Cheryls,” Watson quipped.**

**While Elliott’s recent trip to Arizona centered on accepting another award, much more was involved. She and Sgt. Rick Allen were there for a week, participating not only in the conference but also teaching a two-day course on crime prevention.**

**Following the classwork, the pair administered a 200-question test. Every one of their 23 students passed and all were certified as crime prevention specialists.**

**A former president of the Georgia Crime Prevention Association and its state training director since 2002, Elliott has taught crime prevention courses throughout Georgia. In conjunction with the Atlanta Police Department, Elliott taught the first 80-hour training module for crime prevention ever held in the state.**

**“Emory demands all its officers to be the best and the most professional we can be,” Elliott said. “We are a model for some of the other agencies, in terms of their expecting their officers to react to situations and how they interact with the public. We try to set that bar high. We are respected in metro Atlanta and throughout the state; we’re one of the best-trained law enforcement agencies, and people don’t ‘police campus’ behind it.”**

**Employee Council planning second town hall for spring**

The Employee Council’s recent town hall with President Jim Wagner was such a success that another is being planned for next semester, it was announced at the council’s most recent meeting, Wednesday, Nov. 17, in the Rollins Room in the Rollins School of Public Health.

Speaking for the council’s communications committee, Past-President Don Ray, senior vice president for Development and University Relations, who gave not only an overview of the upcoming comprehensive campaign, but also offered several observations on the state of Emory today, where it could be going tomorrow and what he feels his role in society.

“When I look at this place,” Ray said, “I see a place that has become indispensable. If Emory University suddenly disappeared, imagine how compromised our quality of life would be—not just in Atlanta but nationally. I would argue, ‘Emory is a very fine, highly regarded private institution,’ he continued. “But it has a very important public-service role. Service ought to be at the very foundation of the way we teach and do research. Our commitment to service supporting society is imperative. It’s our core.”

The next Employee Council meeting will be held Dec. 15 at noon in the Jones Room of Woodruff Library. — Eric Rangus

If you have a question or comment for Employee Council, send e-mail to President Susie Lackey at slackey@rmy.emory.edu.
Lions Clubs donations help fight river blindness

O n Nov. 15, former President Jimmy Carter announced a $2 million gift from the Lions Clubs International Foundation to accelerate the Carter Center’s efforts to eliminate river blindness (onchocerciasis) in the Americas. The contribution will be matched by the Bill & Melinda Gates Foundation, part of the $1.2 billion effort to help the center secure a total of $15 million to halt transmission of the disease throughout the region.

With the support and commitment of hundreds of thou-
sands of Lions who strive to alleviate the unnecessary suffer-
ing caused by eye diseases, the Carter Center and its partners are poised to win the fight against river blindness in the Western Hemisphere,” said Carter, a Lion himself, during the closing session for the 14th annual InterAmerican Conference on Onchocerciasis, titled “Mobilizing for Success.”

Lions Clubs International Foundation not only offers grants to fight river blindness, but also provides a volunteer army to distribute the drugs that prevent this disease.

Through the foundation’s SightFirst program the Lions have granted the Carter Center more than $20 million to fight river blindness in Latin America and Africa, as well as $5.5 million to other nonprofit organizations combating the disease. “Lions have ‘Knights of the Blind’ for nearly 80 years,” said Carter. “We are overwhelmed that, in cooperation with the Carter Center, we’ve been able to save the sight of millions of people,” said Tae-Sup Lee of Seoul, Korea, 2004-05 chairperson of Lions Clubs International Foundation.

River blindness is spread by the bite of small black flies; when they enter the eyes, the worms can damage eyesight and potentially blind their victims. In the Western Hemisphere, at least 500,000 people are at risk for river blindness, and some 180,000 are infected in Brazil, Colombia, Ecuador, Guatemala, Mexico and Venezuela.

River blindness is spread by the bite of small black flies that breed in rapidly flowing streams. The parasites, which are small, thread-like worms, cause intense itching, skin dis-
coloration and rashes. When they enter the eyes, the worms can damage eyesight and potentially can blind their victims. In endemic countries, the disruption in family life and educa-
tion directly affects the local economies and long-term develop-
ment.

In the Western Hemisphere, at least 500,000 people are at risk for river blindness, and some 180,000 are infected in Brazil, Colombia, Ecuador, Guatemala, Mexico and Venezuela. In 2001, the Carter Center’s International Task Force for Disease Eradication confirmed river blindness could be eradi-
cated from the Americas. Since 2003, the six endemic coun-
tries have maintained the required 85 percent coverage of semiannual doses of Mebiphant. This treatment must be sus-
tained to halt transmission by the end of the decade.

“Diverse populations and ecosystems mean each country is affected by onchocerciasis differently,” explained Macario Sauerbrey, director of the Onchocerciasis Elimination Program for the Americas. “In Guatemala and Mexico, the populations living on coffee plantations are most at risk, while in Ecuador and Colombia, the disease affects those populations living by the rivers’ shores, primarily people of African and indigenous descent.

“The nomadic Yanomami people, living in Brazil and Venezuela, are one of the most severely affected populations, as they travel throughout the Amazon rain forest places them at continuous risk for exposure,” Sauerbrey continued. “What unites them is the desire to rid their communities of this horri-
fable disease.”

Learn more about river blindness by visiting www.carter-
center.org.

HOLIDAY from page 1

“One in Royal David’s City” (University Chorus, Karen King, soprano solo), “Alleluia, A New Work is Come on Haed” (Concert Choir); “Hallelu” (Women of University Chorus); “Bless God of Jacob” (University Chorus, Christina Howell, sopra-
ono); “O Little Town of Bethlehem” (University Choral Card), “Gloria in Excelsis Deo” (University Chorus). Dec. 3-4 at 4 p.m. Dec. 5 at 5 p.m. General admission, $12 discount groups, $5 students. Glenn Alexander.

• Southern Folk Advent Service, Dec. 3-4, featuring the Meridian Chorale (Stephen Danzer, director), and the Sonny Houston Band. The service is based on folk hymns from the historic “Sacred Harp” tune book, compiled in Georgia in 1844. Dec. 3 at 3 p.m. and 4 at 6:30 p.m. Free. Old Church, Oxford College, 770-784-
8389.

• Twelfth Annual Atlanta Celtic Christmas Concert, Dec. 11-12, featuring the Emory Concert Flanery, director and host. This engaging event explores the Christmas traditions of Celtic lands and the Appalachian region in music, dance, poetry and song. The concert includes traditional musicians, singers and dancers from as far away as Cape Breton Island, Nova Scotia and Dublin, as well as the premiere of a set-
ting of W.B. Yeats’ “The Magi,” composed by music’s Steve Everett and performed by the Emory Dance Company with cho-
reography by dance’s Lori Teague. In addition to its regular line-
up of popular regional performers, the concert also features for the first time a selection of medieval carols from Britain (France) interpreted by the Emory Early Music Ensemble and Flanery; the direction of Jody Miller. 8 p.m. $20 reserved seating, $16 discount groups, $8 all students. Emerson Concert Hall, Schwartz Center. 404-727-5050.

• Emory University Music Society Series Holiday Concert and Sing-Along, Dec. 12. 4 p.m. $4 general admission, $3 family level or above). Habersham Concert Hall, Schwartz Center. 404-727-5050.

Joe Alessi, principal trombone of the New York Philharmonic, is spending 10 days on campus as an Emory-Coca Cola Artist in Residence, giving performances, holding master classes and leading four rehearsals. On Dec. 6, the Schwartz Center will host the Atlantic Youth Wind Symphony concert with the Atlanta Youth Wind Symphony. This fall, the orchestra is performing in Spain, France and England in a 10-day residency with the Emory University Wind Ensemble.

Joe Alessi, principal trombone of the New York Philharmonic, will turn the Schwartz Center into a “Slide Area” Nov. 28-Dec. 7, with free events spotlighting his talents on the brass instrument that “slides.” Alessi’s 10-day Emory Coca-Cola Artist Residency puts today’s leading trombonist center stage with the distinctive instrument that first made its appearance during the Renaissance. A fourth-genera-
tion brass player, Alessi was first taught by his father. During high school he was tapped by the San Francisco Symphony as soloist. He has performed internationally with leading orchestras and bands, and The New York Times called his playing “absolutely splendid,” commending his “extraordinary accuracy” and rhythmic dexterity. Alessi’s 11-album discography includes Slide Area, which shares its name with his website (www.slidearea.com). His award-winning career also includes various teaching gigs, from his fac-
tory post at the Juilliard School to online tips for trombonists and instructional seminars and publica-
tions.

Scott Stewart, director of Wind Studies and conductor of the Emory Wind Ensemble and Atlanta Youth Wind Symphony, coordinat-
ed Alessi’s residency. “When Emory’s residency program was established, Joe leapt into my mind because of his connection to the region. At the top of their field to interact with students and the community,” Stewart said. “He was a perfect choice as principal trombone for one of the finest orchestras in the world and an active educator.”

Emory is a leader in commis-
sioning works for wind ensemble, saving received grants, participated in consortiums, and premiered eight works since 1999. “With our students and the community and our residency goals, we developed events we felt were most beneficial to students in the program,” Stewart said.

The residency is expected to attract music students from the region. Sixteen trombonists affiliated with Emory—members of Emory Wind Ensemble (EWE), Emory Symphony Orchestra (ESO), Emory Jazz Ensemble and Atlanta Youth Wind Symphony (AYWS)—will be major beneficiar-
ies of Alessi’s visit.

Alessi’s residency began yes-
terday, Nov. 28, with a trombone master class for select musicians. The public was invited to observe the class, which was followed by an informal artist talk and recep-
tion.

Today and tomorrow (Nov. 29-30) Alessi will hold open rehearsals in the Schwartz Center. On Nov. 29, two rehearsals will be held; one from 5-7 p.m. in Emerson Concert Hall for EWE, and another from 7:30-9:30 p.m. in Tharp Rehearsal Hall for AYWS. The Nov. 30 open rehearsal will be 5-7 p.m. in Tharp. A final open rehearsal for AYWS will be held Dec. 5 from 5:30-7:30 p.m. in Emerson Hall.

“Rehearsals are a chance to see musicians in their element— to see music being made, which includes mistakes, correc-
tions, discussion about balance and blend, and interaction among con-
ductors, composers, soloists, and performers,” Stewart said.

“In many ways they’re more candid and spontaneous than a performance.”

On Dec. 1 at 8 p.m. in Emerson Hall, Alessi will join Stewart and EWE for “Wintercapes,” a concert highlight-
ed by the Southeast premier of guest composer Eric Ewazen’s “Visions of Light.” The program also includes works by Schubert and Tchaikovsky, Wilson’s “Shortcut Home” (2003), Ewazen’s “Flight” (celebrating the centenary of flight), Arnold’s “English Dances” (1951), Rindlisbacher’s “The Light Fantastic” (2001) and Cook’s arrangement of Richardson’s “Bolivar” (1955).

OnDec. 6 at 8 p.m. (Emerson Concert Hall), Alessi will perform with AWYS, Columbia State University Wind Ensemble and guest conductor Robert Rumbelow. The program is Grantham’s “I.J.S. Commemoration Fanfare” for trumpet and Winds,” Sparke’s “Dance Movements,” Lavender’s “Psalm No. 104” (four free,

Aptemper’s “Colors for Trombone and Wind Ensemble” (1999);

Ticheli’s Symphony No. 2 (2004) and Simon’s “The Volunteer.”

A schedule of Alessi’s residenc-

ies can be found at www.arts.

emory.edu.

FOCUS: CARTER CENTER

EmoryReport

Trombonist Joe Alessi slides into 10-day Emory residency

By Sally Corbett

The nomadic Yanomami people, living in Brazil and Venezuela, are one of the most severely affected populations, as they travel throughout the Amazon rain forest places them at continuous risk for exposure,” Sauerbrey continued. “What unites them is the desire to rid their communities of this horrible disease.”

Learn more about river blindness by visiting www.carter-center.org.
Expatiate writer Bowles to be explored in book talk

BY ERIC RANGUS

The life of writer and composer Paul Bowles will be explored at a Dec. 2 lecture by guest speaker Katherine Baust, a University of North Carolina graduate who later moved to Morocco to live with Bowles during his lifetime.

Bowles was born in New York in 1910 and studied music under noted 20th century composer Aaron Copeland; the two also were lovers for a time, Carr learned. “I know at that point I could say anything I wanted in this biography.”

Bowles wrote music for ballads and films before turning to literature. He published The Sheltering Sky in 1949. He and his wife, author Jane Auer—who had told him she was a lesbian prior to their marriage—settled in Tangiers, Morocco, around that time, and much of his later writing and musical composition had a North African flavor. He counted a veritable who’s who of 20th century writers—William Burroughs, Tennessee Williams and W. H. Auden, among them—as his friends.

Carr met Bowles while she was working on a biography of Williams. The writer had invited her to his home in Morocco, where he agreed to be interviewed. After Carr spoke with the expatriate author, Gore Vidal—another interview subject for the Williams book—encouraged her to postpone that project and instead write a biography on Bowles. That was in 1989. Carr took Vidal’s advice, and eventually traveled 13 times to Morocco, and conducted hundreds of interviews, to put together this story. Throughout the writing process, and Bowles shared a close relationship. At the age of 88, she delivered his eulogy.

In addition to her exploration of Bowles, Carr wrote award-winning biographies of authors Carson McCullers and Gorin Pasos. She currently is working on a biography of Eudora Welty as well as a memoir. Part of the reason Bowles trusted Carr so completely was that he knew McCullers, had read Carr’s biography and was impressed with the author’s treatment of him.

“People who are fans of the authors I write about have written to tell me how much my biographies mean to them,” Carr said. “That’s why I like biography so much.”

Many of her researches and biographies are published in the University Presses of North America, American writers and poets from 1912-45, literature of the American Smith, and studies in biography.

FLSA from page 1

they were on the right track to get an accurate assessment of the (affirmative action) component of the program. Once the training was completed, online questionnaires were sent to all Emory employees to gather job-specific information. Abreu was not only a participant in the review process but also a recipient of the questionnaire.

“In her book, Carr leaves no doubt in her exploration of Bowles, who granted her permission to visit his house and was frank during his many interviews, which included detailed accounts of his many affairs with both women and men during his lifetime. “I told everyone I didn’t want to know,” said Carr, who has spoken recently at both the University of Delaware and Villanova University in promoting the book.”

Bowles was impressed with the law to each position, I was impressed with the effort put forth by my colleagues as they tried to apply the process, and [working] with HR and HR and departments did not really grasp of what people actually do, our accountability, what we do things, our accountabilities, responsibilities.”

Still, not all reviews of HR’s work were completely positive. Copleand and her colleagues believe the review could have been done in April. “HR just didn’t have a full grasp of what people actually did and departments did not really understand the law,” she said. “We recommended that HR be committed to being fair and to understanding the unique balance of faculty, staff and students. However, she said the use of the Time and Attendance System (TAS) made it an issue, because the system affected employees. At the end of the day, she said using TAS “will change the way they work but not their value or their contribution.”

Brubaker said it’s important that employees understand that the review was fair and every effort was made to look fairly at each person, and that it was legally possible.

She said she hopes HR learns from this and will “rely more on the academic units before they roll out policies and programs,” and that this will lead to some way to continuously review positions, maybe at the time of the performance review or when the incumbent changes out.

The review process is now wrapping up with administrators and/or committees in each unit reviewing the information collected and, based on the criteria presented in the training, recommending exempt or non-exempt status for each position. Recommendations are being reviewed and approved by their immediate supervisor, and any new revised job titles will be assigned.

Results will be discussed with senior management in early December and then will be communicated by department chair. If a position is determined by the individual units to be affected individuals and supervision by mid-December.

Additional communications will go out to the Emory community with an update on the results of the process.

In the wake of Amendment 1’s passage and the commissioner and the larger LGBT community is determining what to do next. Despite Emory’s analysis, she said she has heard from other legal experts that the amendment potentially could affect the University’s policies.

“This issue feels huge to our community,” she said. “It may not feel that way to some people, but it really is significant. It could affect more than just the gay community.”

GUEST SPEAKER

“Every effort was made to look fairly at each position and help it be exempt—it was legally possible.” —Denise Brubaker, political science

Policies from page 1

If you have a question or concern for PCORE, e-mail Grey at pcore@emory.edu.
Oxford sophomore seminar explores social activism

**BY ERIC RANGUS**

Valerie Singer likes her students. In her anthropology seminar, “Social Movements: Theory and Practice” (ANT 385R), the Oxford assistant professor has the students crowd into a half-circle just a few feet away from her, which makes their discussion that much more intimate. Of course, any class with just four students is bound to be cozy.

“Because the class is so small, some of the students have spoken about really personal experiences in the classroom that somehow have been linked to whatever we are addressing, so that’s been exciting,” Singer said.

Class discussion is a major portion of the experience, and while the students’ overall understanding of the material isn’t limited coming in, the makeup of Singer’s class has made that participation easy.

“I’m not trying to turn them into activists. But I want them to think about the process of activism.”

—Valerie Singer, anthropology

“[I want them to understand what] propels someone from knowing that there is a problem to deciding that they are going to do something about that problem,” Singer said.

Learning how to solve those problems appears to be developing naturally. Earlier in the semester the class discussed making a film about racism and community before determining they didn’t have the time or resources to do it. Still, that sort of action is a byproduct of the class material rather than a goal.

“Social movements explore questions such as, how do social movements originate? How and why do individuals become activists? What forces challenge or sustain movements? How do activists choose their organizational strategies and tactics?”

“[I’m not trying to turn them into activists.]” Singer said. “But I want them to think about the process of activism. Social movements—even if they are not necessarily organized movements—have had a huge impact on history. Social action is a way of often forgotten or erased history.”

Singer does so by introducing her students to top sources. One of the four books on the class reading list, *School of the Americas, Military Munificence and Political Violence in the Americas*, was published just weeks before the class began. Guest speaker Mike Pasquale had spent six months in prison because of his activism. And on Nov. 14 Singer took the whole class to Columbus so they could see first hand, peaceful protest at Fort Benning’s School of the Americas.

“That brought to life everything we have talked about all semester,” Singer said. “It gave them a real image of what a protest is like. It was very solemn. I think they were very impressed.”

This is Singer’s first semester at Oxford. Last year she was a visiting assistant professor at New York’s Hartwick College. Previously she had taught as an adjunct professor at Syracuse University (where she earned her master’s and doctoral degrees) and the State University of New York at Utica.

Singer also has been “in and out” of various peace and environmental activist groups since she was an undergraduate at the University of Wisconsin-Madison. While participating in those groups’ activities she became interested in cultural anthropology and how value systems are created.

Her dissertation research explored a small, rural environmental group in Brazil, and her interests in Central and South America come across strongly in class. For instance, not only does Singer explore the School of the Americas in depth, but she also develops significant ties to the Brazilian Landless Workers Movement (MST). The largest social movement in Latin America, MST is a grassroots effort that enables Brazilian peasants to take over unused land and make it prosperous again through agriculture.

That sounds easy enough, but land conflicts are common in Brazil. In the past 10 years more than 1,000 people have been killed as a result of land conflicts. “Social Movements” fulfills Oxford’s sophomore writing requirement, therefore Singer emphasizes papers. Students complete eight response papers as well as a term paper on a topic of their own choosing. While a majority of the course material covers progressive movements, student research has gone in different directions.

One student is writing her term paper on the Promise Keepers, a prominent social group that focuses on traditionally conservative values.

“One of my students told me this class routinely depresses him because we are learning about people’s lives and the tragedies within them,” Singer said. “We ended up talking about that in class. We said it was interesting in the way that a lot of the material is depressing, but from the activist's perspective, that anger or frustration or sadness inspires them in their activism.”

**Study: Tall people at higher risk for atrial fibrillation**

**BY SHERRY BAKER**

Data presented recently at the American Heart Association’s (AHA) scientific sessions by Emory cardiologist Jonathan Langberg show that tall people have a higher risk of atrial fibrillation (AF) than their shorter counterparts for the heart arrhythmia known as atrial fibrillation (AF).

“I was inspired to look at this question because I have three patients who at one time played basketball professional-ly, and all have AF,” said Langberg, professor of medicine and director of cardiac electrophysiology at Emory Hospital. “It also has been known for some time in veterinary medicine that small animals rarely have AF, but large animals are plagued by it. For example, horses have a tremendous amount of trouble with atrial fibrillation, but it is less common in dogs and cats. So it seemed reasonable to presume that the same phenomenon might apply to humans—and we found it does.”

This study evaluated the relationship between height and AF in more than 25,000 patients in the National Registry to Advance Heart Health. The patients were grouped according to whether they had a history of AF and, if so, whether it was paroxysmal (periodic) AF or permanent AF. To correct for gender differences, men and women were separately divided into quartiles of height.

“We found that AF prevalence was lowest in patients in the first height quartile and increased with each quartile,” Langberg said. “Patients’ risk of AF increased progressively with height; someone 6 feet tall was 15 percent more likely to have AF than someone who is 5-2.”

According to the AHA, about 2 million Americans suffer from AF, which occurs when multiple circuits of chaotic electrical activity in the top chambers of the heart (the atria) replace the organized electrical activity normally generated by the heart’s sinus node. This produces a quivering of the atria instead of regular heartbeats. Although not directly life threatening, this sometimes debilitating condition produces a fast, irregular heart rhythm and can cause fatigue, contribute to additional heart problems over time, and increase the risk of stroke.

Why are tall people more likely to have AF? Langberg said the reason is that taller people have larger atria. “[You need to have six to eight] simultaneous areas of electrical activation to have atrial fibrillation persist,” he said. “[If there’s a smaller number than that, they simply run into each other and die out.] Atria are physically larger in tall people, so more activation wavefronts can exist—just as a larger pond can have more ripples when a stone is thrown in than a small pond.”

He added that researchers have recognized for some time that men are more likely to have AF than women. “But when we did a multivariable analysis of our data, we found that gender was not an independent predictor of the arrhythmia,” Langberg said. “So the difference between the risk of atrial fibrillation between men and women appears to be accounted for by the average difference in height.”

Although there are no immediate clinical applications to these findings, Langberg said they are important in several ways. “When researchers are designing or interpreting a trial of atrial fibrillation therapy, they need to take height into consideration,” he said. “For example, when you are testing a new medication for AF and comparing the treatment to placebo, you need to see if the two groups are comparable according to height. Having more short people in one group could skew the data.”

“In addition, we hope our research will help researchers more aware of the need to aggres- tively treat larger patients in particular. Dose adjustments are important; one size doesn’t necessarily fit all.”
The table below shows the returns for the funds that are currently available under the Emory University retirement plan for the one-, five- and 10-year periods ending Sept. 30, 2004. The rates of return are computed by persons managing these funds. Emory has neither independently verified the accuracy of these computations, nor calculated what each such person used the methodology to determine the rates of return. The table is intended to give an overview of the relative performance of these funds. Employees should carefully review the most recent prospectus for each fund before making any decisions concerning the investment of their annuity contracts and custodial accounts under the plan.

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

<table>
<thead>
<tr>
<th>ISSUER</th>
<th>FUND NAME</th>
<th>ONE YEAR</th>
<th>FIVE YEARS</th>
<th>TEN YEARS</th>
</tr>
</thead>
<tbody>
<tr>
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<td>2.91</td>
<td>4.12</td>
</tr>
<tr>
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<td>2.89</td>
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<td>VANGUARD</td>
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<td>1.10</td>
<td>3.11</td>
<td>4.27</td>
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### BOND FUNDS – U.S. & GLOBAL

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<th>ONE YEAR</th>
<th>FIVE YEARS</th>
<th>TEN YEARS</th>
</tr>
</thead>
<tbody>
<tr>
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<td>7.42</td>
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<tr>
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<td>GMMA (Mortgages)</td>
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</tr>
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<td>Intermediate Bond</td>
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<tr>
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<td>Long-Term Corporate Fund</td>
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<td>9.16</td>
<td>8.96</td>
</tr>
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<td>Long-Term Treasury Fund</td>
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<td>9.13</td>
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<tr>
<td>VANGUARD</td>
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</tr>
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<td>VANGUARD</td>
<td>Bond Market Index Fund</td>
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<td>Lehman Brothers</td>
<td>Aggregate Bond Index Fund</td>
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### STOCK FUNDS – GLOBAL & INTERNATIONAL

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<tr>
<th>ISSUER</th>
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<th>ONE YEAR</th>
<th>FIVE YEARS</th>
<th>TEN YEARS</th>
</tr>
</thead>
<tbody>
<tr>
<td>VANGUARD</td>
<td>Equity Index</td>
<td>13.82</td>
<td>(43)</td>
<td>10.55</td>
</tr>
<tr>
<td>CREF</td>
<td>Growth</td>
<td>7.22</td>
<td>(8.19)</td>
<td>7.33</td>
</tr>
<tr>
<td>FIDELITY</td>
<td>Stock</td>
<td>14.92</td>
<td>(70)</td>
<td>9.30</td>
</tr>
<tr>
<td>FIDELITY</td>
<td>Aggressive Growth</td>
<td>11.94</td>
<td>(14.68)</td>
<td>6.51</td>
</tr>
<tr>
<td>FIDELITY</td>
<td>Blue Chip Growth</td>
<td>7.53</td>
<td>(3.91)</td>
<td>8.01</td>
</tr>
<tr>
<td>FIDELITY</td>
<td>Contrafund</td>
<td>17.56</td>
<td>3.70</td>
<td>12.06</td>
</tr>
<tr>
<td>FIDELITY</td>
<td>Disciplined Equity</td>
<td>13.15</td>
<td>5.00</td>
<td>9.97</td>
</tr>
<tr>
<td>FIDELITY</td>
<td>Equity-Income</td>
<td>16.59</td>
<td>3.25</td>
<td>10.69</td>
</tr>
<tr>
<td>FIDELITY</td>
<td>Growth &amp; Income</td>
<td>17.16</td>
<td>(10.08)</td>
<td></td>
</tr>
<tr>
<td>FIDELITY</td>
<td>Growth Stock</td>
<td>8.16</td>
<td>(1.24)</td>
<td>11.13</td>
</tr>
<tr>
<td>FIDELITY</td>
<td>Low-Priced Stock</td>
<td>22.30</td>
<td>17.17</td>
<td>16.17</td>
</tr>
<tr>
<td>FIDELITY</td>
<td>Magellan</td>
<td>15.15</td>
<td>(23.50)</td>
<td>9.20</td>
</tr>
<tr>
<td>FIDELITY</td>
<td>OTC</td>
<td>3.77</td>
<td>(4.44)</td>
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</tr>
<tr>
<td>FIDELITY</td>
<td>Small Cap Stock</td>
<td>19.98</td>
<td>12.26</td>
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<tr>
<td>FIDELITY</td>
<td>Value</td>
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<td>9.02</td>
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<tr>
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<td>VANGUARD</td>
<td>Calvert Social Index Fund</td>
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<td>n/a</td>
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<td>4.56</td>
<td>(6.74)</td>
<td>7.81</td>
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<td>(5.18)</td>
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<td>VANGUARD</td>
<td>PRIMECAP Fund</td>
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<td>Small-Cap Blue Chip Fund</td>
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<td>12.86</td>
<td>14.65</td>
</tr>
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<td>Total Stock Market Index Fund</td>
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<td>(13.13)</td>
<td>10.61</td>
</tr>
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<td>VANGUARD</td>
<td>U.S. Growth Fund</td>
<td>6.84</td>
<td>(12.39)</td>
<td>5.09</td>
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<td>VANGUARD</td>
<td>U.S. High Yield</td>
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<td>Windsor II Fund</td>
<td>22.32</td>
<td>5.18</td>
<td>12.39</td>
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<td>S&amp;P 500 Index – U.S. Stocks</td>
<td>13.87</td>
<td>(1.31)</td>
<td>11.08</td>
<td></td>
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<tr>
<td>NASDAQ Composite Index</td>
<td>6.75</td>
<td>(6.48)</td>
<td>10.10</td>
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### STOCK FUNDS – U.S. & BONDS

<table>
<thead>
<tr>
<th>ISSUER</th>
<th>FUND NAME</th>
<th>ONE YEAR</th>
<th>FIVE YEARS</th>
<th>TEN YEARS</th>
</tr>
</thead>
<tbody>
<tr>
<td>VANGUARD</td>
<td>Global Equities</td>
<td>16.39</td>
<td>(1.99)</td>
<td>6.57</td>
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<tr>
<td>FIDELITY</td>
<td>Overseas</td>
<td>15.67</td>
<td>(1.20)</td>
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<tr>
<td>FIDELITY</td>
<td>Pacific Basin</td>
<td>10.33</td>
<td>(1.87)</td>
<td>12.88</td>
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<tr>
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<td>World</td>
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<td>3.15</td>
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<td>Developed Markets Index Fund</td>
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<td>Emerging Markets Index Fund</td>
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<td>Pacific Stock Index Fund</td>
<td>14.63</td>
<td>2.91</td>
<td>(2.31)</td>
</tr>
<tr>
<td>MSCI World Index – Global Stocks</td>
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<td>(1.60)</td>
<td>6.80</td>
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<tr>
<td>MSCI Europe, Australia &amp; Far East (EAFE) Index</td>
<td>22.08</td>
<td>(8.5)</td>
<td>4.02</td>
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### BALANCED FUNDS – U.S. & STOCKS & BONDS

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<th>ISSUER</th>
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<td>Asset Manager: Growth</td>
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<td>6.79</td>
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<td>FIDELITY</td>
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<td>13.03</td>
<td>5.04</td>
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<td>VANGUARD</td>
<td>LifeStrategy Conservative Growth</td>
<td>8.71</td>
<td>6.03</td>
<td>10.87</td>
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<td>LifeStrategy Growth Fund</td>
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<td>1.56</td>
<td>9.53</td>
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<td>LifeStrategy Income Fund</td>
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<td>VANGUARD</td>
<td>LifeStrategy Moderate Growth Fund</td>
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<td>Wellington Fund</td>
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### SPECIALTY FUNDS

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<td>7.84</td>
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<td>13.39</td>
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<td>(8.70)</td>
<td>11.66</td>
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<tr>
<td>FIDELITY</td>
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<td>17.92</td>
<td>(5.71)</td>
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<td>VANGUARD</td>
<td>Energy Fund</td>
<td>48.64</td>
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<td>VANGUARD</td>
<td>REIT Index Fund</td>
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### ANNUITY FUNDS

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<tr>
<th>ISSUER</th>
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<th>ONE YEAR</th>
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<td>TIAA</td>
<td>Annuity</td>
<td>4.75</td>
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EVENTS FOR THE EMORY COMMUNITY

PERFORMING ARTS

FRIDAY, DEC. 3
Concert
“Festival of Nine Lessons and Carols I” Emory University Chorus and Emory Concert Choir, performing. Eric Nelson, director. 8 p.m. Glenn Auditorium. $15, $12 group discount. $5 students. 404-727-5050.

Concert

DOBBINS CENTER FOR THE ARTS

Dobbins Center photo exhibit

PITTS THEOLOGY LIBRARY

Exhibit

SCHATTEN GALLERY

Exhibit

CARLOS MUSEUM

Exhibit

SPECIAL COLLECTIONS EXHIBIT

Exhibit

LECTURES

MONDAY, NOV. 22
Human genetics lecture

TUESDAY, NOV. 23
MESA Lecture
“Town Planning in Iron Age Israel: Fortifications, Roads, Public Structures and Cosmology.” Arvahael Faust, Bar Ilan University (Israel), presenting. 7 p.m. 207 White Hall. Free. 404-727-7951.

Psychology lecture

TUESDAY, NOV. 30
MESA Lecture
“Postcards from India.” Roxani Margariti, Middle Eastern and South Asian studies, presenting. 5:30 p.m. Jones Room, Woodruff Library. Free. 404-727-2284.

WEDNESDAY, DEC. 1
MARIAL lecture series
“Get Real!” Angie Cheek, foxtire, presenting. 4 p.m. 415E Brachall Campus. Free. 404-727-3440.

Public scholarship lecture

THURSDAY, DEC. 2
Grand Round Grand Rounds
“Pediatric Surgical Oncology: Critical Mass.” Kenneth Gow, surgery, presenting. 7 a.m. Emory Hospital Auditorium. Free. 404-712-2196.

Center for Public Scholarship lecture
“Pierre Bourdieu, the State, and Democratic Politics.” Loiz Wautiquet, University of California, Berkeley, presenting. 4:30 p.m. 112 White Hall. Free. 404-727-7602.

Woodruff Library lecture and book signing

FRIDAY, DEC. 3
Frontiers in Neuroscience Lecture

Population biology, ecology and evolution lecture
“Architectural Resilience and Evolutionary Change: Protein Evolutionary Insights Into Stasis, Quantum Change and the Role of Natural Selection.” Gavin Naylor, Florida State University, presenting. Shozo Yokoyama, host. 1 p.m. 1053 Rollins Research Center. Free. 404-727-0404.

RELIGION

MONDAY, NOV. 22
Weekly Zen sitting meditation

WEDNESDAYS
Zen meditation and instruction

TUESDAY, NOV. 23
Taizé service
6:30 p.m. Glenn Chapel. Free. 404-727-6225.

FRIDAY, NOV. 26
Walk the Labyrinth

SUNDAY, NOV. 28
University worship
Timothy Hepburn, preaching. 11 a.m. Sanctuary, Cannon Chapel. Free. 404-727-6225.

THURSDAY, DEC. 2
Catholic Topics discussion

SPECIAL

WEDNESDAYS
Toastmasters @ Emory
8 a.m. 721 Rollins School of Public Health. Free. 404-371-0505.

THURSDAYS
Carols Museum Thursday Evenings

Chess club
6:30 p.m. 106 Bishop’s Hall. Free. 404-778-4121.

TUESDAY, NOV. 23
EndNote workshop
8:30 a.m. 310 Woodruff Library. Free. 404-727-6963.

Library tour
1 p.m. Woodruff Library. Free. 404-727-1153.

Google workshop
2:30 p.m. 312 Woodruff Library. Free. 404-727-0178.

Library basics workshop
3:30 p.m. 310 Woodruff Library. Free. 404-727-2192.

WEDNESDAY, NOV. 24
Wireless club
3 p.m. 310 Woodruff Library. Free. 404-727-0300.

TUESDAY, NOV. 30
EndNote workshop
11:30 a.m. 310 Woodruff Library. Free. 404-727-6863.

Library tour
1 p.m. Woodruff Library. Free. 404-727-1153.

Internet critical evaluation workshop
2:30 p.m. 312 Woodruff Library. Free. 404-727-0178.

WEDNESDAY, DEC. 1
Wireless club
3 p.m. 310 Woodruff Library. Free. 404-727-0300.

EMORYSNAPSHOT

Sophomore Courtney Rose (8), shown with teammate Katrina Damasco, was named a second-team all-American by the American Volleyball Coaches Association (AVCA). Rose led the Eagles in kills (3.23 per game) and was second in digs (2.66 per game). AVCA Player of the Week for the Oct. 25, Rose was named MVP of two tournament championships before falling to Juniata College (Pa.) in the national quarterfinals, Nov. 19.