

EmoryReport



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www.emory.edu/EMORY_REPORT



Jon Rou

One person's refuse is another's art, as the Recycled Art Project proved during its 12-day run at Emory. Open Nov. 8–20, the project featured some 40 works of art in various locations around campus. Students not only from Emory but other Atlanta schools created works from recycled materials of all shapes, sizes and states of disrepair—such as “Cast-a-et,” shown above, made by Matthew Kopacz of Georgia State University and located near Candler Library. Emory Recycles, the Student Art Corps and WMRE were major sponsors, as were many other Atlanta organizations.

HUMANRESOURCES

Employees participate in FLSA review process

BY KATHERINE HINSON

Uncertainty and hurt characterized the initial period following the late-summer announcement to employees affected by the changes in the Fair Labor Standards Act (FLSA). While federal law required these changes be made, it didn't make it any easier for people to understand or accept it.

“It is definitely going to be a shift in processes and our culture in the college,” said Berky Abreu, office manager for women's studies. “We are used to doing things one way, and now we are going to have to do them in a different way. Change brings challenges but also opportunities—if you just look for them.”

Changes in FLSA affected which employees can be paid on a salary basis and thus be considered exempt from overtime eligibility, and which must be paid hourly and made eligible for overtime.

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

See **FLSA** on page 5

LGBTLIFE

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 now 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 vot-



President's Commission on LGBT Concerns Chair Cathi Wentworth (far right) and fellow members (l to r) Margaret Clawson, Paul Towne, Ron Gatlin, Jeff Martin and Rebecca Quintana helped draft a University Senate resolution that addressed Georgia Amendment 1.

ers 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, destina-

tion 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 commis-

See **POLICIES** on page 5

CAMPUSNEWS

Emory, Oxford events celebrate holiday season

BY DEB HAMMACHER

Emory will be alive with holiday spirit this December, as seasonally themed events—from chorale 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 Nelson, conductor).

Since 1935, the peaceful choral offerings of this Emory holiday tradition have provided a perfect beginning to the yuletide season. An adaptation of the 12th century Christmas service at 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

AROUNDCAMPUS

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 WHSCAB 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 7 p.m. and Sunday, Dec. 5 at 3 p.m. in Harland Cinema. For more information, call 404-633-7152.

Science Coalition website features Emory research

A wide range of Emory's research programs are highlighted in 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 \$350 million in external research funding in fiscal 2004—can be accessed by clicking on "Sneak a Peek Inside the Labs" and selecting "archives."

EHC, 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 Heart Walk, raising some \$305,000. Emory was the Heart Walk's top fund raising team in Georgia and the second leading health care organization team in the country.

"I am very proud of each and every one of you," Emory Healthcare CEO John Fox told all who participated. "The efforts you have shown from this fund raising activity will stand out as one of our most memorable accomplishments of the year."

EmoryReport

Editor:

Michael Terrazas
michael.terrazas@emory.edu

Senior Editor:

Eric Rangus
eric.rangus@emory.edu

Staff Writer:

Katherine Baust
katherine.baust@emory.edu

Designer:

Rick Fulcher

Photography Director:

Jon Rou
jrou@emory.edu

Editorial Assistant:

Diya Chaudhuri

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FIRSTPERSON CHARLES RAISON

The pith of depression



Jon Rou

Charles Raison is assistant professor of psychiatry and behavioral sciences.

Recently 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 Depression 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 my "Eastern" counterpart was the world's foremost Tibetan physician (that I had only 45 minutes to present the "pith" of the issue, as the Buddhists would say, didn't help either).

One of the great pleasures of taking part in events like this is they are great excuses for talking extensively with people like Dr. Pema 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. Befitting his great expertise, he serves as physician for His Holiness the Dalai Lama.

Several hours of lively exchange with Dr. Dorjee left me marveling at a paradox. Despite radically different assumptions about how the body works, 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, my 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 a person's mood state. When he told me that he counsels many patients with mood disorder 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 here at 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—and is organized by—a central question: "Why do people get sick?" Although there are many intermediate answers, the final answer from a Buddhist perspective is that 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 we inhabit) is created by these three primordial stains on consciousness. This is the "pith" of Tibetan Buddhist medicine.

What is the pith 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 foreboding, given my 45-minute time limit, I made this the quest of my lecture for the mind-body symposium.

Western science is based on the premise of physical reductionism: All phenomena have a physical base, and higher-level entities are dependent upon, and emerge from, the activity of simpler elements. Hence, for example, science does not believe that life is the result of any type of special living substance or force (such as Bergson's *élan vital*). Rather, life is a process that arises from certain very complicated ways that matter can self-organize.

A central attribute of this process is the ability to replicate itself, to incorporate nonliving matter from the environment into the same complex patterns that allow the living process to continue into a new generation. A striking (and underappreciated) conclusion that emerges from this worldview is that we are here because this copying process isn't perfect. Every once in a while, a copying error improves the survival chances of the affected offspring and gets passed along to future generations. Were it not for the slow accumulation of these adaptive copying errors over millions of years, the world would hold no denizens as complicated as even the simplest bacterium. Perfection, in other words, would have produced a sterile world.

However, evolutionary theory does imply a more ragtag type of perfection that goes under the rubric of adaptationism. This idea assumes the following:

- Differences exist between organisms in the same species.
- These differences are at least partly encoded in genes and are thus heritable.
- Certain differences better promote survival and reproduction in a given environment.
- Organisms that better survive and reproduce will produce

more offspring in the next generation.

- These offspring will be enriched for the genes that fit more optimally with the environment.

- Over time, therefore (and if the environment is stable), natural selection should cause surviving species/individuals to be optimally adapted to their place in that environment.

A surprising upshot of these assumptions is that purely maladaptive traits should be removed from the population by natural selection. When this doesn't happen, either the maladaptive trait confers an unrecognized benefit or not enough time has passed to remove it.

Many people working in the field of mental health, either as clinicians or researchers, spend their lifetimes trying to treat and/or understand the physiology of conditions such as depression without ever pondering a more immediate question: Why hasn't the genetic vulnerability to depression been eliminated by evolution operating through natural selection? After all, by any system of reckoning, depression would seem inimical to the survival of any genes that promoted it.

Depression typically strikes—and frequently disables—people in their peak reproductive years. Depression during pregnancy increases the risk of premature birth. Children raised by depressed mothers tend to thrive less well. Finally, in addition to the tragedy of suicide, data increasingly demonstrate that depression increases all-cause mortality and significantly increases morbidity and mortality across a range of medical illnesses.

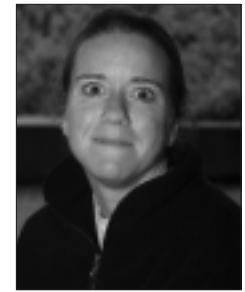
Given all this, why aren't genes for depression "dying out?" Why are rates of depression increasing in the modern world? And why is depression such a common reaction to both psychological stress and physical illness? Would it not be more adaptive to respond to these challenges with a behavioral syndrome characterized by optimism, fortitude and hope?

Potential answers for these questions formed the core of my symposium lecture, but the larger point is that evolutionary theory—so often ignored in the practice of medicine—provides a framework for understanding many aspects of mental and physical functioning that otherwise appear meaningless. More than this, an evolutionarily based understanding of mind-body relationships also suggests novel therapeutic strategies for the treatment of major depression.

For more information, visit the Mind-Body Program website at www.psychiatry.emory.edu/PROGRAMS/mindbody/. Information related to the Mind-Body Symposium is located under the "recent events" link.

EMORYVOICES

Do health and happiness go hand in hand?



Yes—I believe mind and body are connected. It makes sense the two relate to each other.

Cindy Fontana
assistant coach
Men's & Women's Swimming



Yes. The long-term key to happiness is health and well being.

John Howell
head coach
Men's & Women's Swimming



It depends on your metaphysical stance.

Ally Himelstein
freshman
Undecided



Definitely. If you have your health, you have everything.

Sally O'Donoghue
coordinator, academic space
Meeting Services



Yes. From a scientific perspective, more stress often leads to poorer health.

Gar Jae Levine
junior
Neuroscience &
Behavioral Biology

EMORYPROFILE CHERYL ELLIOTT

GOOD LIEUTENANT

BY ERIC RANGUS

On Nov. 6, Cheryl Elliott received the George 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 so old? 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 heads. 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.

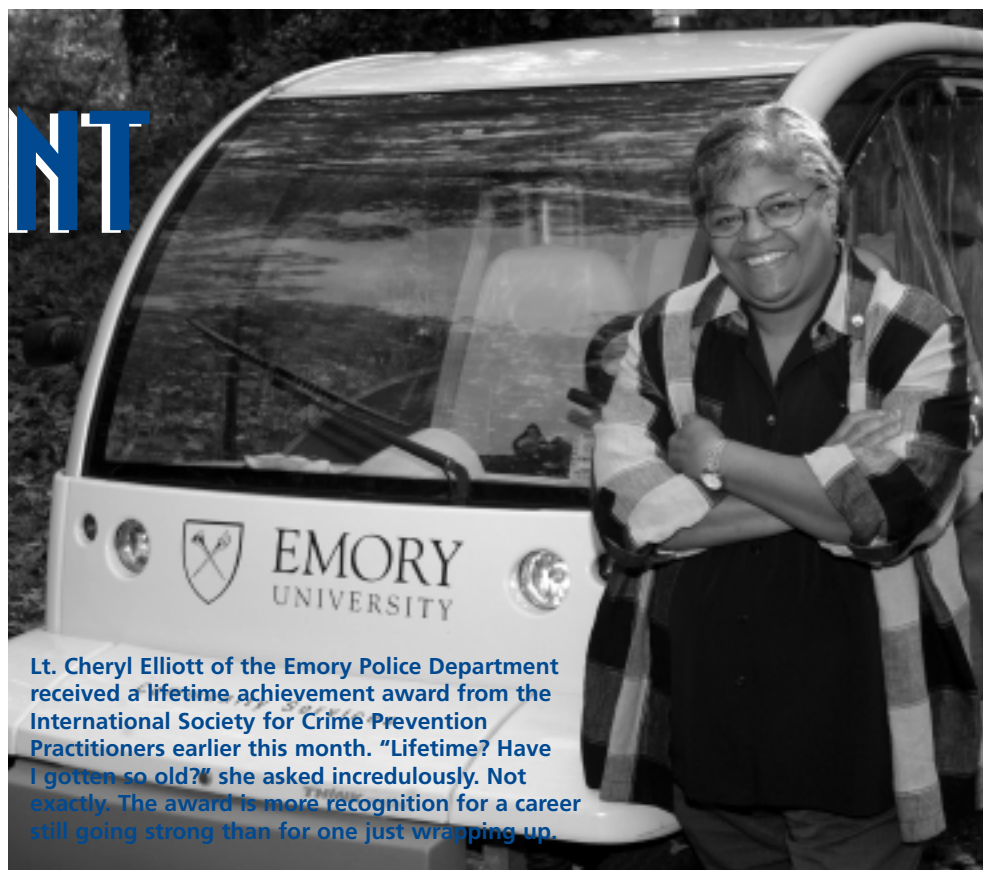
“My responsibility is to be a community contact,” she said, adding that for formal occasions, such as Commencement, she does wear her uniform. “That means we try to get involved with the activities that are going on. It’s not about staffing as much as it is about participating.”

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 that are popular 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 officer” was 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. That knowledge comes from 24 years’ experience as a university law enforcement officer. Elliott first came to Emory in 1988, then left in 1990 after going back to school with ideas of starting a teaching career. In fall 1991, she returned after she realized the University provided all the students she could want.



Lt. Cheryl Elliott of the Emory Police Department received a lifetime achievement award from the International Society for Crime Prevention Practitioners earlier this month. “Lifetime? Have I gotten so old?” she asked incredulously. Not exactly. The award is more recognition for a career still going strong than for one just wrapping up.

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 overnights (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 him, 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 Unsung Heroine by the Center for Women. Not that Elliott is all that unsung. 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 put ‘college campus’ behind it.”

UNIVERSITY GOVERNANCE

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 Newsome said Wagner found the Nov. 9 presidential town hall—the 13th edition of the annual event—so positive that he suggested a repeat in spring 2005. Newsome said planning already has begun and that other senior administrators may be invited as guest speakers. The period just before spring break is being considered.

In other council business, Terri Campen of the special issues committee said council members observed staff orientation sessions earlier this month and are preparing feedback with the goal of improving the sessions.

Membership chair Jennifer Vazquez distributed nomination forms for 2005–06 officer elections, which will take place in April 2005. Council members can nominate others or themselves, she said.

Historian Woody Woodworth said that while researching the council’s history in Special Collections, he found many sources describing student and faculty experiences at Emory over the years, but few from staff. “I’m not finding people’s stories,” he said. “Who was cooking the food? Who was opening the doors at 7 a.m.? What were their lives like?”

To fill this void, Woodworth said he wants to create a written history of the lives of Emory employees and would like to begin asking them about their work experiences.

Woodworth also announced a one-time session for staff to discuss strategic

planning from an employee perspective. Several council members signed up to attend. The event would run from 30 minutes to two hours and would focus on “setting the agenda for Emory staff” regarding what, if anything, they would like to change on campus. Woodworth said the session would take place during the week of Nov. 29.

Guest speakers included Kimberly Campbell from the Office of the Secretary, who discussed the role of the Board of Trustees; Chris Grey, chair of the President’s Commission on Race and Ethnicity, who discussed the upcoming Campus Climate Survey that will be distributed to all employees the week of Nov. 29; and Johnnie 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 is its 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 the 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 is not a choice.”

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.

FOCUS: CARTER CENTER

Lions Clubs donations help fight river blindness

On 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 as part of a challenge grant 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 thousands of Lions who strive to alleviate the unnecessary suffering 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 drug that prevents 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 been 'Knights of the Blind' for nearly 80 years. We are overjoyed 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, South 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 discoloration 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 education directly affects the local economies and long-term development.

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 eradicated from the Americas. Since 2003, the six endemic countries have maintained the required 85 percent coverage of semiannual doses of Mectizan. This treatment must be sustained to halt transmission by the end of the decade.

"Diverse populations and ecosystems mean each country is affected by onchocerciasis differently," explained Mauricio 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 their 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.

Danny Martyn is a fall 2004 Carter Center intern.

PERFORMING ARTS

Trombonist Alessi slides into 10-day Emory residency

BY SALLY CORBETT

Joe Alessi, master trombone player and principal trombonist 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-generation 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 faculty post at The Juilliard School to online tips for trombonists and instructional seminars and publications.

Scott Stewart, director of Wind Studies and conductor of the Emory Wind Ensemble and Atlanta Youth Wind Symphony, coordinated Alessi's residency. "When Emory's residency program was established, Joe leapt into my mind because the series calls for artists 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 commissioning works for wind ensemble, having received grants, participated in consortiums, and premiered eight works since 1999. "With our interest in commissioning 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 musicians from throughout the region. Sixteen trombonists affiliated with Emory—members of Emory Wind Ensemble (EWE), Emory Symphony Orchestra



Chris Lee

Joe Alessi, principal trombonist for 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 open rehearsals. His visit will conclude with a Dec. 6 Schwartz Center concert with the Atlanta Youth Wind Symphony.

(ESO), Emory Jazz Ensemble and Atlanta Youth Wind Symphony (AYWS)—will be major beneficiaries of Alessi's visit.

Alessi's residency began yesterday, 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 reception.

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 put together, which includes mistakes, corrections, discussion about balance and blend, and interaction among conductors, 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 "Winterscape," a concert highlighted by the Southeast premier of guest composer Eric Ewazen's "Visions of Light." The program also includes a works by Schubert and Tchaikovsky, Wilson's "Shortcut Home" (2003), Ewazen's "Flight" (celebrating the centenary of flight), Arnold's "English Dances" (1951), Rindfleisch's "The Light Fantastic" (2001) and Cook's arrangement of Richardson's "Bolivar" (1955).

On Dec. 6 at 8 p.m. (Emerson Concert Hall), Alessi will perform with AYWS, Columbus State University Wind Ensemble and guest conductor Robert Rumbelow. The program is Grantham's "J.S. Dance"; Arutiunian's "Rhapsody for Trumpet and Winds"; Sparke's "Dance Movements"; Lavender's "Sound the Bells!" (1993); Appermont's "Colors for Trombone and Wind Ensemble" (1999); Ticheli's Symphony No. 2 (2004); and Simons' "The Volunteer."

A schedule of Alessi's residency can be found at www.arts.emory.edu.

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"Once in Royal David's City" (University Chorus, Karen King, soprano solo); "Alleluia, A New Work is Come on Hand" (Concert Choir); "Hallelu" (Women of University Chorus); "Behold the Star" (University Chorus, Christina Howell, soprano); "O Little Town of Bethlehem" (congregational carol); "Gloria in Excelsis Deo" (University Chorus). Dec. 3–4 at 8 p.m.; Dec. 4 at 5 p.m. \$15 general admission, \$12 discount groups, \$5 students. Glenn Auditorium. 404-727-5050.

• **Southern Folk Advent Service**, Dec. 3–4, featuring the Meridian Chorale (Steven Darsey, 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 8 p.m.; Dec. 4 at 10:30 a.m. Free. Old Church, Oxford College, 770-784-8389.

• **Twelfth Annual Atlanta Celtic Christmas Concert**, Dec. 11–12, featuring James Flannery, 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 setting 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 lineup of popular regional performers, the concert also features for the first time a selection of medieval carols from Brittany (France) interpreted by the Emory Early Music Ensemble and Chorus under 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 Chamber Music Society of Atlanta Family Series Holiday Concert and Sing-Along**, Dec. 12. 4 p.m. \$4 general admission (four free tickets to Carlos Museum members, family level or above). Carlos Museum reception hall. 404-727-5050.

GUESTSPEAKER

Expatriate 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 to be given by author and Georgia State University Emerita Professor Virginia Spencer Carr, author of a new Bowles biography.

Carr, John B. and Elena Diaz-Verson Amos Distinguished Chair in English Letters Emerita at Georgia State, spent more than a decade researching and writing *Paul Bowles: A Life* and will talk about her experiences writing the book as well as sign copies in the Jones Room of Woodruff Library beginning at 6 p.m. The event, sponsored by Friends of the Emory University Libraries, is free and open to the public.

"We host a variety of events during the year," said Friends of the Libraries coordinator Donna Bradley. "We want everyone to know that the library is the hottest place on campus."

In her book, Carr leaves no stone unturned in her exploration of Bowles, who granted her incredible access and was frank during his many interviews, which included detailed accounts of his many affairs with both women and men during his lifetime.

"He told me everything I wanted to know," said Carr, who has spoken recently at

both the University of Delaware and Villanova University in promoting the book.

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 knew at that point I could say anything I wanted in this biography."

Bowles wrote music for ballet, theater and films before turning to literature. He published *The Sheltering Sky* his first and best-known work, 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 1989.

Carr took Vidal's advice

and eventually traveled 13 times to Morocco, and conducted hundreds of interviews, to piece together Bowles' story. Throughout the writing process, She and Bowles shared a close relationship. At the age of 88, she delivered his eulogy.

In addition to her exploration of Bowles, Carr has written award-winning biographies of authors Carson McCullers and John Dos Passos. 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 her.

"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."

Carr earned bachelor's and doctoral degrees at Florida State University (her master's is from the University of North Carolina-Chapel Hill). She chaired Georgia State's English department from 1985-93 and retired from GSU last year. She taught a range of courses that included the 20th century American novel, American writers and poets from 1912-45, literature of the American South, and studies in biography.

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they were on the right track to get an accurate assessment of the [affected] positions."

Once the training was complete, online questionnaires were sent out to the affected employees to gather job-specific information. Abreu was not only a participant in the review process but also a recipient of the questionnaire.

"Every effort was made to look fairly at each position and help it be exempt—it it was legally possible."

—Denise Brubaker, political science

"As an impacted employee and a participant, the process increased my sense of trust with the college administration," she said.

Once the questionnaires were completed by both employees and their supervisors, each unit had the chance to look at the results, along with HR.

"Meeting with the committees, and [working] with HR and colleagues as they tried to apply the law to each position, I was impressed with the effort put forth to get positions classified correctly," Copeland said.

Brubaker agreed. "I have been encouraged by the way it

worked," she said. "I think a lot of good will come of it, and I have been pleased with the way the groups—HR, affected employees and administrators—have worked together."

When asked for her take on the process, Abreu replied, "The process has been enlightening and objective. Our voices have been heard. People will understand that it has been looked at objectively and the law was applied the way it was meant. We

evaluated who we are, how we do things, our accountabilities, and responsibilities."

Still, not all reviews of HR's work were completely positive. Copeland said she wished the review could have been done in April. "HR just didn't have a full grasp of what people actually do, and departments did not really understand the law," she said.

Abreu said HR was 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) may be an issue for some 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 every employee knows "that the review was fair and every effort was made to look fairly at each position and help it be exempt—if 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 by Boyd and Greene, and any revised job titles will be assigned.

Results will be discussed with senior management in early December and then will be communicated (in a manner determined by the individual units) to affected individuals and supervisors by mid-December.

Additional communications will go out to the Emory community with the overall results of the process.

UNIVERSITY GOVERNANCE

PCORE gets ready for Campus Climate Survey

Vice President for Human Resources Alice Miller and Director of Employment Services Del King met with the President's Commission on Race and Ethnicity (PCORE) on Monday, Nov. 15, in 400 Administration. Miller and King updated the commission on changes related to the Fair Labor Standards Act (FLSA) and the soon-to-be-distributed Campus Climate Survey. The pair also gave a report on Emory hires, promotions and retention.

Regarding the latter, King said over the past three years the percentage of minority hires continued to increase; the rate of minority transfers and promotions has been proportional to the population; the percentage of vacancies filled by promotions and transfers increased; and the minority retention rate continues to increase. Also, King said HR is looking at ways to post jobs internally before they can be viewed by external audiences.

On FLSA, Miller said administrators and/or committees are reviewing the affected job titles and making case-by-case recommendations; an external consultant also will review the changes. In December, Miller said, final determinations will be communicated to the affected individuals by their supervisors.

Miller announced that the Emory's first-ever climate survey, developed by an outside consultant in conjunction with PCORE, will be distributed the week of Nov. 29. Years in the making, the survey aims to measure what employees think of Emory's culture and their perspectives on diversity, communications and developmental opportunities. All results will go directly to the consultant and will not be seen by anyone from Emory before being compiled.

In his executive report, Chair Chris Grey announced the PCORE website (www.pcore.emory.edu) is now up and running. After a discussion of the revised discriminatory harassment (DH) policy draft, Grey updated the members on the "Leaders Lunch" with Provost Earl Lewis. During the lunch, Grey outlined the commission's immediate goals, long-range plans, issues to address, need for administrative support and future resources regarded.

In committee reports, staff concerns announced its plans for a group of staff and students to meet with Lewis to discuss how to integrate diversity into the community. Grey asked committee members to send any PCORE references in University publications to Sylvester Hopewell, chair of the historical records/bylaws committee. To date, the professional development fund has received 10 applications for its conference travel assistance scholarships. The deadline is Dec. 1. The average award is \$500, and the fund has \$4,500 to distribute.

Special projects chair Jody Usher announced that 39 people (13 from Emory) enrolled in the Oct. 29-31 "Train the Trainer Workshop," co-sponsored by the Emory chapter of the National Coalition Building Institute. Race and ethnic leadership co-chair Robert Lee said the committee is working to ensure the commission is made aware of high-level searches and for candidates to meet with a PCORE member to assess their stance on diversity. In addition, they are working to create a database of qualified people of color to use as a recruitment tool when looking to fill these positions.

Grey said the President's Commission on the Status of Women is developing a process to track the undergraduate attrition rate of women in the hard sciences, and the PCSW sexual assault committee is planning to host an awareness week in April.

The next PCORE meeting currently is scheduled for Tuesday, Jan. 25, from 3-5 p.m. in 400 Administration but may be rescheduled for Monday, Jan. 24, from 3-5 p.m. to accommodate Lewis as a guest speaker.

—Katherine Baust

If you have a question or concern for PCORE, e-mail Grey at pcore@emory.edu.

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sion had hoped to come up with stronger language of support—and that they wished such support would have come unsolicited—but that ultimately they were grateful for what happened.

"Our ultimate goal was to better educate the community; that was our No. 1 priority," Wentworth said. "We felt very good about the support that was demonstrated in the Senate meeting."

In the wake of Amendment 1's passage, Wentworth said the commission 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."

SCHOLARSHIP&RESEARCH

Oxford sophomore seminar explores social activism

BY ERIC RANGUS

Valerie Singer likes her students close. 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 activism was 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 develop-

ing 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.

Singer’s class explores 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 style 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 in many ways, and those ways often get erased or forgotten by 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 Training 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 a large, 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 clear image of what a protest is like. It was very solemn. I think they were expecting a lot of shouting.”

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 said she has been “in and out” of various peace and environmental activist groups since she was an undergraduate at the University of Delaware. 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 devotes significant time 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



Valerie Singer, assistant professor of anthropology at Oxford, took the students in her seminar “Social Movements: Theory and Practice” on a field trip Nov. 14 to Columbus, Ga., where they witnessed an annual protest against Fort Benning’s School of the Americas. “That brought everything to life we’ve talked about this semester,” she says.

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 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 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 professionally, 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 applies 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 35 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, they need to take height into consideration,” he



Emory Heart Center cardiologist Jonathan Langberg discovered that people’s risk of a form of heart arrhythmia increased progressively with their height. The finding was not a total surprise; veterinarians long had known large animals like horses were at greater risk for the condition than smaller ones like dogs and cats, Langberg says.

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 make people more aware of the need to aggressively treat larger patients in particular. Dose adjustments are important; one size doesn’t necessarily fit all.”

INVESTMENT PERFORMANCE FOR FUNDS AVAILABLE UNDER THE EMORY UNIVERSITY RETIREMENT PLAN

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

ISSUER	FUND NAME	ONE YEAR	FIVE YEARS	10 YEARS
MONEY MARKET FUND				
CREF	Money Market	.80	2.91	4.12
FIDELITY	Retirement Government	.81	2.89	4.08
VANGUARD	Prime Money Market Fund	.87	2.99	4.17
	<i>91 Day Treasury Bill Index – Money Market</i>	1.10	3.11	4.27
BOND FUNDS – U.S. & GLOBAL				
CREF	Bond Market	3.49	7.38	7.42
CREF	Inflation Linked Bond	7.08	9.86	n/a
FIDELITY	GNMA (Mortgages)	3.38	6.43	6.96
FIDELITY	Intermediate Bond	3.04	7.10	6.76
FIDELITY	Investment Grade Bond	3.72	7.30	6.96
FIDELITY	Strategic Income	8.57	9.09	n/a
VANGUARD	GNMA Fund	3.51	6.82	7.38
VANGUARD	High-Yield Corporate Fund	10.21	5.60	7.38
VANGUARD	Inflation Protected Securities Fund	7.29	n/a	n/a
VANGUARD	Intermediate-Term Corporate Fund	4.08	8.10	7.88
VANGUARD	Long-Term Corporate Fund	6.15	9.16	8.96
VANGUARD	Long-Term Treasury Fund	4.53	9.13	9.30
VANGUARD	Short-Term Corporate Bond Fund	2.19	5.68	6.13
VANGUARD	Bond Market Index Fund	3.44	6.99	7.38
	<i>Lehman Brothers U.S. Aggregate Bond Index</i>	3.68	7.48	7.66
	<i>Citigroup World Government Bond Index</i>	7.00	6.75	6.78
STOCK FUNDS – U.S.				
CREF	Equity Index	13.82	(.43)	10.55
CREF	Growth	7.22	(8.19)	7.33
CREF	Stock	14.92	(.70)	9.30
FIDELITY	Aggressive Growth	11.94	(14.68)	5.61
FIDELITY	Blue Chip Growth	7.53	(3.91)	8.01
FIDELITY	Contrafund	17.50	3.16	12.72
FIDELITY	Disciplined Equity	13.15	0.00	9.97
FIDELITY	Equity-Income	16.59	3.25	10.69
FIDELITY	Growth and Income	11.16	(.50)	10.08
FIDELITY	Growth Company	8.16	(1.24)	11.13
FIDELITY	Low-Priced Stock	22.30	17.71	16.17
FIDELITY	Magellan	10.15	(2.53)	9.20
FIDELITY	OTC	3.77	(4.44)	9.47
FIDELITY	Small Cap Stock	19.98	12.26	n/a
FIDELITY	Value	24.33	9.92	11.99
VANGUARD	500 Index Fund	13.69	(1.37)	11.01
VANGUARD	Calvert Social Index Fund	10.48	n/a	n/a
VANGUARD	Capital Opportunity Fund	22.82	11.13	n/a
VANGUARD	Growth Equity Fund	4.56	(6.74)	7.81
VANGUARD	Growth Index Fund	8.11	(5.18)	10.59
VANGUARD	PRIMECAP Fund	20.64	3.99	14.95
VANGUARD	Small-Cap Index Fund	20.89	7.83	10.62
VANGUARD	Small-Cap Value Index Fund	27.01	12.86	n/a
VANGUARD	Total Stock Market Index Fund	14.65	(.06)	10.61
VANGUARD	U.S. Growth Fund	6.84	(12.39)	5.09
VANGUARD	U.S. Value Fund	20.25	n/a	n/a
VANGUARD	Windsor II Fund	22.32	5.18	12.39
	<i>S&P 500 Index – U.S. Stocks</i>	13.87	(1.31)	11.08
	<i>NASDAQ Composite Index</i>	6.75	(6.48)	10.10
STOCK FUNDS – GLOBAL & INTERNATIONAL				
CREF	Global Equities	16.39	(1.99)	6.57
FIDELITY	Overseas	15.67	(1.20)	4.90
FIDELITY	Pacific Basin	10.33	(1.87)	1.28
FIDELITY	Worldwide	13.78	3.15	6.58
VANGUARD	Developed Markets Index Fund	22.09	n/a	n/a
VANGUARD	Emerging Markets Index Fund	26.28	6.96	1.78
VANGUARD	European Stock Index Fund	25.49	.42	9.24
VANGUARD	International Growth Fund	19.18	.76	5.34
VANGUARD	Pacific Stock Index Fund	14.63	(3.62)	(2.31)
	<i>MSCI World Index – Global Stocks</i>	17.10	(1.60)	6.80
	<i>MSCI Europe, Australia & Far East (EAFE) Index</i>	22.08	(.85)	4.02
BALANCED FUNDS – U.S. STOCKS & BONDS				
CREF	Social Choice	9.71	2.78	9.99
FIDELITY	Asset Manager	6.00	3.37	8.18
FIDELITY	Asset Manager: Growth	6.99	.69	7.75
FIDELITY	Puritan	13.03	5.04	9.51
VANGUARD	LifeStrategy Conservative Growth	8.71	4.30	8.87
VANGUARD	LifeStrategy Growth Fund	14.23	1.56	9.53
VANGUARD	LifeStrategy Income Fund	6.01	5.54	8.49
VANGUARD	LifeStrategy Moderate Growth Fund	11.61	3.14	9.35
VANGUARD	Wellington Fund	14.22	6.69	11.47
SPECIALITY FUNDS				
CREF	Real Estate	10.62	7.84	n/a
FIDELITY	Financial Services	14.51	7.81	15.24
FIDELITY	Real Estate	25.63	18.98	13.39
FIDELITY	Technology	(4.56)	(8.70)	11.66
FIDELITY	Utilities	17.92	(5.71)	6.96
VANGUARD	Energy Fund	48.64	17.18	14.64
VANGUARD	Health Care	13.82	13.32	19.34
VANGUARD	REIT Index Fund	24.19	17.64	n/a
ANNUITY FUNDS				
TIAA	Annuity	4.75	6.94	7.10

UNIVERSITY GOVERNANCE

Faculty Council hears early FY06 budget plans

Chair-elect Mike Rogers opened the Nov. 16 Faculty Council meeting, held in 400 Administration, by making a second call for nominations for the 2006 Distinguished Faculty Lecturer. Rogers said he had received nine nominations, mostly from Emory College and the School of Medicine, and ideally he would prefer more variety in the individuals nominated. Deadline for nominations is Dec. 1, and anyone may make a nomination (send to rogers@learnlink.emory.edu).

Senior Vice Provost Charlotte Johnson gave the council a preliminary snapshot of the fiscal 2006 budget. As the University's financial planners are still in the early stages of the budget process, Johnson's presentation focused on financial assumptions and priorities, accompanied by a set of numbers that she said are almost certain to change as the process moves forward. Right now, budget planners are projecting a 5 percent decrease in endowment income for FY06; this number would be greater, Johnson said, if not for an adjustment in Emory's capital matching program. The University reduced the capital match from 0.5 to 0.375 percent, meaning 4.375 percent (out of a 4.75 percent spending rate) will go toward the operating budget.

Holding to Emory's determination for a more rigorous pay-for-performance program, the FY06 budget will include a 3 percent salary program, Johnson said. She added that a comprehensive budget review revealed the need to adjust Emory's internal allocation methodology; the hospitals have been paying more than their share of administrative costs. The allocation formula will be simplified and shifted to place more of the burden on schools, but Johnson said the University will find resources to "keep the schools' academic budgets whole" while making this shift.

Rich Metters, who leads a council group that reviewed the early budget model before the meeting, said two main concerns are evident: health care costs continue to increase sharply, and the endowment's concentration in Coca-Cola stock keeps it tied to the stock's recent troubles.

The remainder of the meeting was devoted to a wide-ranging discussion of distinct but related issues: the revision of Emory's discriminatory harassment (DH) policy and a perceived need for uniform faculty grievance procedures. Political science's Rick Doner, who could not attend the meeting, submitted a detailed commentary on the DH revision, and council coordinator Stacia Brown compiled a summary of ombudsman resources available at Emory's peer institutions.

In summary, Doner's analysis proposed a department-based alternative dispute resolution (ADR) mechanism that would basically serve as an intermediate step for complaints before being brought to more formal bodies such as the Office for Equal Opportunity Programs. The ADR process would offer a mediation option between disputing parties and would be conducted by faculty who would need to be kept current in dispute-resolution training.

The ombudsman review showed that several peer institutions have such offices to serve as safe resources for individuals (faculty, staff and students) who have grievances. Harvard, Princeton, MIT, CalTech, Stanford, Penn, Columbia and Cornell all have such offices serving the entire institution. Other universities have offices serving individual schools and/or constituencies.

The council's discussion of these issues covered a range of topics, from Emory's legal obligations in harassment-related situations, to the climates and resources in individual schools, to members' experiences at other institutions, to the continuing tension between a functioning DH policy and the University's commitment to academic freedom.

President Jim Wagner said, during his time at Johns Hopkins, the university opened an ombudsman office, but the initiative was not successful. However, at Case Western Reserve, the university adopted a grievance-resolution process that was woven into governance mechanisms of the university, not unlike the system of precedents in the U.S. legal system.

College Dean Bobby Paul, who is co-chairing the DH revision committee, said it's helpful to approach the issue with an end result in mind, rather than being focused on negative behavior that must be "regulated." "First," Paul said, "you have to understand the positive goal you're trying to achieve."

The next Faculty Council meeting will be held Jan. 18 at 3:15 p.m. in 400 Administration.—*Michael Terrazas*

If you have a question or concern for Faculty Council, e-mail Chair Susan Strocchia at susan.strocchia@emory.edu.

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

Events for the Emory Community

PERFORMING ARTS

MONDAY, NOV. 22
Concert

Vega String Quartet and Will Ransom, piano, performing. 8 p.m. Williams Hall, Oxford. Free. 770-784-8389.

TUESDAY, NOV. 23
European Art Cinema series

Night and Day (Nuit et Jour). Chantal Akerman, director. 8 p.m. 206 White Hall. Free. 404-727-6761.

Crusades in Cinema film series

Monty Python and the Holy Grail. Terry Gilliam and Terry Jones, directors. 8 p.m. 101 White Hall. Free. 404-727-6354.

TUESDAY, NOV. 30
European Art Cinema series

Ulysses Gaze (To Vlemma tou Odyssea). Theo Angelopoulos, director. 8 p.m. 206 White Hall. Free. 404-727-6761.

Crusades in Cinema film series

The Name of the Rose. Jean-Jacques Annaud, director. 7:30 p.m. 101 White Hall. Free. 404-727-6354.

Concert

Emory Jazz Ensemble, performing. Gary Motley, director. 8 p.m. Emerson Concert Hall, Schwartz Center. Free. 404-727-5050.

WEDNESDAY, DEC. 1
Wonderful World of Color film series

Mulholland Drive. David Lynch, director. 7:30 p.m. 205 White Hall. Free. 404-727-6761.

Concert

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

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

Oxford chorale holiday concert. Maria Archetto, director. 8 p.m. Oxford Chapel. Free. 770-784-8389.

VISUAL ARTS

Dobbs Center photo exhibit
"Dignity and Justice for Comfort Women." Dobbs Center gallery. Free. 404-727-2000. **Runs through Nov. 30.**

Pitts Theology Library exhibit

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

Runs through Dec. 15.**Schatten Gallery exhibit**

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

Runs through Dec. 31.**Carlos Museum exhibit**

"The Eye of Greece: Athens in 19th Century Photographs." Carlos Museum galleries. Free; \$5 requested donation. 404-727-4282.

Runs through Jan. 30, 2005.**Special Collections exhibit**

"At Home Far Away: An American Family in the Philippines Exhibition." Special Collections, Woodruff Library. Free. 404-727-7620. **Runs through Jan. 31, 2005.**

LECTURES

MONDAY, NOV. 22

Human genetics lecture
"Mechanisms of Pathogenesis and Potential Therapies for Spinocerebellar Ataxia Type 1." Juan Botas, Baylor College of Medicine, presenting. Noon. Whitehead Auditorium. Free. 404-712-2306.

TUESDAY, NOV. 23
MESAS lecture

"Town Planning in Iron Age Israel: Fortifications, Roads, Public Structures and Cosmology." Avraham Faust, Bar Ilan University (Israel), presenting. 7 p.m. 207 White Hall. Free. 404-727-7951.

Psychology lecture

"A Proposal for the Neurobiology and Function of Brain Reward Systems." Darryl Neill, psychology, presenting. 4 p.m. 101 White Hall. Free. 404-727-7445.

TUESDAY, NOV. 30
MESAS lecture

"Postcards from India." Roxani Margariti, Middle Eastern and South Asian studies, presenting. 5:30 p.m. Jones Room, Woodruff Library. Free. 404-712-2284.

WEDNESDAY, DEC. 1
MARIAL lecture series

"Get Real!" Angie Cheek, Foxfire, presenting. 4 p.m. 415E Briarcliff Campus. Free. 404-727-3440.

Public scholarship lecture

"Lingering Legacies: Theory and Politics of Race and Racism." David Goldberg and Philomena Essed, University of California, Irvine, presenting. 4:30 p.m. 206 White Hall. Free. 404-727-7602.

THURSDAY, DEC. 2
Surgical 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." Loic Wacquant, University of California, Berkeley, presenting. 4:30 p.m. 112 White Hall. Free. 404-727-7602.

Woodruff Library lecture and book signing

"Paul Bowles: A Life." Virginia Spencer Carr, presenting. 6 p.m. Jones Room, Woodruff Library. Free. 404-727-7620.

FRIDAY, DEC. 3
Frontiers in Neuroscience lecture

"Synaptic Integration in Globus Pallidus Neurons with Dendritic Spike Initiation." Dieter Jaeger, biology, presenting. Free. 404-727-3707.

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. 1052 Rollins Research Center. Free. 404-727-0404.

RELIGION

MONDAYS
Weekly Zen sitting meditation

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

WEDNESDAYS
Zen meditation and instruction

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

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

FRIDAY, NOV. 26
Walk the Labyrinth
Noon. Sanctuary, Cannon Chapel. Free. 404-727-6225.

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

THURSDAY, DEC. 2
Catholic Topics discussion
"Meanings of Advent." 7:30 p.m. Dominican Room, Aquinas Center. Free. 404-727-8860.

SPECIAL

WEDNESDAYS
Toastmasters @ Emory

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

THURSDAYS
Carlos Museum Thursday Evenings

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

Runs through Dec. 31.**Chess club**

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

TUESDAY, NOV. 23
EndNote workshop
8:30 a.m. 310 Woodruff Library. Free. 404-727-6863.

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
2:30 p.m. 310 Woodruff Library. Free. 404-727-2192.

WEDNESDAY, NOV. 24
Wireless clinic

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

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

For sports information, visit www.go.emory.edu.

To submit an entry for the *Emory Report* calendar, enter your event on the University's web events calendar, Events@Emory, which is located at <http://events.cc.emory.edu/> (also accessible via the "Calendar" link from the Emory homepage) at least three weeks prior to the publication date. Dates, times and locations may change without advance notice. Due to space limitations, *Emory Report* may not be able to include all events submitted.

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 Oct. 25, Rose was named MVP of two tournaments on the year. Joining Rose as all-Americans were teammates Monica Robbins (second team) and Catherine Zidow (third team). Emory took down Washington & Lee and Texas Lutheran universities in the NCAA Div. III regional championships before falling to Juniata College (Pa.) in the national quarterfinals, Nov. 19.



Kay Hinton