

**Minutes of the Emory University Faculty Council  
21 February 2006  
400 Administration Building**

**In attendance:** Allison Adams, Ronald Calabrese, Steven Culler, Thomas Frank, Maggie Gilead, Frank Gordon, Carol Hogue, James Hughes, Nadine Kaslow, Harriet King, Frank Maddox, Richard Metters, Kenneth Minneman, Judy Raggi Moore, Rick Rambuss, Michael Rogers, Claire Sterk, Sharon Strocchia, Daniel Teodorescu, Michael Terrazas, James Wagner, Steve Walton, Richard Ward, Nanette Wenger.

**Excused:** William Buzbee, David Carr, Richard Doner, Jan Gleason, William Kelly, Connie Kertz, Earl Lewis, Carol Newsom, David Pacini, Ruth Parker.

**Absent:** Robert Ahdieh, Patricia Brennan, Arlene Chapman, Mahlon DeLong, Arri Eisen, Kate Heilpern, Judith Rohrer.

**Guests:**

Peter Barnes (Vice President, Human Resources)

Charlotte Johnson (Senior Vice Provost, Administration)

Michael Mandl (Executive Vice President, Finance and Administration)

Sidney Stein (Chair, University Senate Committee on Fringe Benefits)

**I. Welcome and Call to Order**

Faculty Council Chair Michael Rogers called the meeting to order at 3:20 p.m. He thanked Past-Chair Sharon Strocchia and Chair-Elect Tom Frank for sharing the workload in recent weeks as he has recovered from an illness.

**II. Approval of January 2006 minutes**

The minutes were approved with two corrections: a change to Steve Walton's attendance and a typographical correction to section V, line 6.

**III. Update on Faculty Counselors' Nomination Process -- Sharon Strocchia**

Past-Chair Sharon Strocchia identified the members of the newly formed ad hoc nomination committee (this committee will identify and generate a pool of nominees for faculty counselors to the Board of Trustees): Dwight Duffus, William Branch, Kate Heilpern, William Buzbee, and Sharon Strocchia (who will serve as chair).

The committee is taking a two-pronged approach to its work. 1) Sending out an open call for nominations from the entire Emory faculty (the letter was sent February 7); and 2) Serving as a recruitment agent by having members of the committee invite specific faculty to nominate themselves or others.

The deadline for all nominations is March 1, 2006. Strocchia asked the Faculty Council to assist the committee in identifying people who would make good faculty counselor candidates and in identifying areas of the nomination & selection process that could be improved in the future.

**IV. Revision of PAC voting procedures (document distributed prior to meeting)**

The Executive Committee of the Faculty Council brought forward a motion to approve a change in voting procedures for the Presidential Advisory Committee Election Process. The requested change entails moving from paper ballots to electronic ballots. Senior Vice Provost Harriet King noted that paper ballots tend to get a 20-25% return by voters. By way of contrast, the one that that e-ballots were used, they generated an 80% return rate.

Past-Chair Strocchia requested a wording change from “president” to “chair” of the Faculty Council on the last line of the document.

The motion passed unanimously with this change noted.

#### **V. Budget Update – Charlotte Johnson [document distributed at the meeting]**

Senior Vice Provost Charlotte Johnson walked Faculty Council members through a tuition, fees, and rates presentation for fiscal year 2006-2007. She noted that her office will provide an update on the strategic plan funds later this spring.

Questions and discussion centered on the costs for students to attend Emory:

- Johnson noted that because Emory stands in an exclusive segment of the higher education market, recruiting the very best students requires that the university direct significant resources to that end. Currently Emory College’s financial aid hovers at around 30%. This is not really good news, she noted: other schools are making better offers to their best prospective students. Emory needs and wants to build up a stronger scholarship program. “We are probably losing some of our best students to schools that give out more merit aid,” she said.
- Annual tuition at the College will rise to \$32,100 next year (a \$1,700 increase). Faculty expressed concern that Emory might be turning into an institution attended only by the rich. What, if anything, is happening to the ‘middle class’ among Emory students? Johnson replied that while Emory *does* in fact have a middle class, the members of this middle class are borrowing increasing amounts of money to send their students here. “We’re supporting them with loans more than with grants,” she said. Executive Vice President Michael Mandl agreed: “On average, we have a wealthier student body than our peers.” Faculty and administrators said that Emory needs to continue striving to relieve some of the financial pressures on its middle-income students.

#### **VI. Discussion with Fringe Benefits Committee – Sidney Stein**

Sidney Stein, chair of the University Senate committee on fringe benefits, raised two issues for discussion with the Faculty Council.

- **Health insurance for faculty and staff at Oxford.** Because of changes in Emory’s health plans, Oxford employees now have to travel to Atlanta in order to be seen by a preferred provider. If they need or want to stay in town for their healthcare, they have to go out of network and pay more for their care. Stein said he and others are working to identify a ‘provider hospital’ in the Oxford area to address this problem. Executive Vice President Michael Mandl said that he plans to bring this issue to the Healthcare Steering Committee. He hopes Emory can build an alliance with a provider in the Oxford area in time for the next school year.
- **Complaints about changes to the university’s healthcare packages.** Recent changes in physician networks have confused and frustrated faculty, staff, and retirees alike. Mandl agreed with this concern and said that the change from PPO (Preferred Provider) to POS (Point of Service) did not get communicated clearly during the last enrollment period. In addition, Mandl said, some employees did not take sufficient time to review the proposed changes before enrolling. (Some faculty took issue with Mr. Mandl on this point.)

Peter Barnes, Vice President of Human Resources, is working to find a way for faculty and staff to switch plans before the next enrollment period in the fall. IRS regulations oversee these matters, but it is possible for employees to switch – just so long as they keep in mind that their premiums will stay the same for the remainder of the year. “We’re just now exploring this option,” Barnes said. He estimated a couple of months to finalize the plan before it can be put in motion.

Both faculty and administrators agreed that the Human Resources staff who conducted the benefits presentations in the fall did not do their jobs well. In particular, they did not seem to understand fully the material they were explaining. Mandl stated that staff who had failed to communicate benefits information clearly in such presentations would need to be “retrained or replaced.” Faculty Council member Nadine Kaslow suggested adding case examples to the plan descriptions to make them more understandable. Another Council member asked if employees could have the option to purchase more than the current \$1 million lifetime cap on healthcare benefits. Mandl said his office is discussing this option.

A separate benefits topic arose in the final minutes when Faculty Council member Rich Metters, speaking on behalf of the Business School faculty, asked about the portability scholarship benefit. Mandl replied that while Emory’s portability scholarship is not at all compatible with its peers (currently Emory has no such benefit), the peer institutions would eliminate their own portable scholarships in a second if they had the chance. The portable scholarships offered by other schools really do no good to the students themselves, he argued; they simply transfer money from one university’s pocket to another. Mandl said that the administration has not given up on offering a portable scholarship to Emory employees, but that he refuses to put a benefit in place unless or until it can have a real impact on the employees’ financial situations. Right now, he concluded, a portable scholarship would not help the employees so much as it would help the other college or university.

**VII. Remarks by President Wagner**

Due to time constraints, President Wagner deferred his remarks until next month’s meeting.

**VIII. New Business**

There was no new business.

**IX. Adjournment**

Chair Rogers adjourned the meeting at 5:06 p.m.

Respectfully submitted,

Stacia M. Brown  
Assistant, Faculty Council

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