

Minutes of the Emory University Senate

21 April 1998

**Rita Ann Rollins Room
Grace C. Rollins School of Public Health**

In attendance: Leann Bauch, John Boli, Virgil Brown, Terry Clark, William Cody, Rebecca Chopp, Tommy Cutts, Ray DuVarney, Steven Frank, Douglas Falls, Marsha Hendricks, Luke Johnson, Joyce Jones, Judith Kapp, Laura Porter Kimble, Harriet King, Steve Kraftchick, Sharon Lewis, Jerre Lutz, Elizabeth McBride, Maddie Monahan, Helen O'Shea, David Pacini, Christa Purnell, Gay Robins, Karen Salisbury, Bill Size, Sidney Stein, Claire Sterk, Mike Terrazas, Robin Thomas, Frank Vandall, Nanette Wenger, Nancy Wilkinson

Guests: Jorge Juncos

I. Welcome

University Senate President William Cody called the meeting to order at 3:20 p.m., and welcomed all present, especially the newly elected senators, to the final meeting of the 1997-1998 academic year.

II. Presentation and Approval of Minutes of 24 March 1998 Meeting

Senate President Cody presented the minutes of the 24 March 1998 meeting to the Senate members for their approval. The Senate received and approved the minutes as presented.

III. Installation of New Officers

Interim Provost Rebecca Chopp installed the new officers of the Senate for the 1998-99 academic year. Professor Virgil Brown will serve as President, Professor John Boli as President-elect, and Professor David S. Pacini as Secretary. Provost Rebecca Chopp also expressed appreciation to outgoing Senate President William Cody for his unstinting leadership during the past year.

IV. Committee Reports

Senate President Virgil Brown assumed the chair, and received reports from each of the standing committees of the Senate (see addenda).

V. Installation of New Senators

Senate President Virgil Brown recognized the new members of the Senate and installed them in their office:

Dr. Jorge L. Juncos from the School of Medicine; Dr. Collin J. Weber from the School of Medicine; Professor Sharon Lewis from Oxford College; Dr. Ron Foust from the Employee Council; William Muller from the School of Medicine; Kevin Callaway Undergraduate Representative from the School of Nursing; Mike Lee Student Representative from Oxford College; Professor Claire Sterk, Faculty Representative from Rollins School of Public Health; Lisa Bloom, Graduate Student Representative for the Goizueta Business School; Brad Rostolsky, Student Representative from Rollins School of Public Health; Christa Purnell, Graduate Student Representative from the School of Nursing.

VII. Adjournment

Hearing no other business, Senate President Brown adjourned the meeting at 4:40 p.m.

Respectfully submitted,

David S. Pacini, Secretary

Addenda: Standing Committee Reports

Fringe Benefits Committee

Annual Report 1997-98

The Fringe Benefits Committee of Emory University met several times throughout the course of the current academic year, and covered the issues discussed below. The Committee's membership is as follows:

Sidney F. Stein, M.D. (Chair)

Robert Berghuis (Employee Council)

Louise Cook

Beverly S. Cormican

Pat Douglass (Ex Officio)

Harriet King

Frank Maddox

Luigi G. Marzilli

Carolyn Merriweather (Employee Council)

Alice Miller (Ex Officio)

Mary Smith (Ex Officio)

Kay Sutton (Ex Officio)

Shanshuang Yang

ASSISTIVE DEVICES FOR THE HEARING IMPAIRED

The Committee considered a request that the benefit for hearing aids in EmoryCare be augmented; the Committee felt that improved reimbursement was warranted in light of the expense of these devices and the fact that hearing-impaired individuals who work at Emory need these devices to facilitate job performance. The Committee recommended that a \$1,000 lifetime benefit be established for hearing aids and that this benefit restore at a rate of 10% per year. This proposal was presented to the Senate at its November meeting and adopted. The Committee has not yet heard a response from Senior Staff on this proposal.

EMORYCARE CARD

The Committee reviewed the problem of identity theft and how it might be facilitated through the presence of Social Security numbers on the EmoryCare card. We recommended that Prudential assign unique membership numbers to EmoryCare participants, and establish a translation table in its database if necessary to correlate with individuals' Social Security numbers. This recommendation was also presented to the Senate at its November meeting and adopted. Human Resources contacted Prudential and was told by their representative that Prudential was not currently in a position to give up the use of Social Security numbers on participants' cards. They indicated that it was possible to delete the number from every member's card, but they cautioned against this approach because members would be denied services unless they were able to provide a correct Social Security number at the time medical services were sought. The matter was subsequently discussed at a Senate meeting and various solutions were offered, including changing the order of the numbers on the card, changing the spacing of the numbers on the card, and providing cards without numbers but with an adhesive label that the members

could use if they chose. These proposals were rejected by Prudential, and, when the matter was last presented to the Senate, the Senate did not favor the use of adhesive labels. Rather, the Senate requested that Human Resources contact other companies that use Prudential for health care services and pressure them to lobby Prudential to use unique member numbers on health care cards. There is in existence a Prudential Users Group in the metropolitan Atlanta area, the members of which include not only Emory, but Coca Cola, SunTrust Bank, and NationsBank. Human Resources is being asked by the Fringe Benefits Committee to raise this issue with the Prudential Users Group.

SICK LEAVE TRANSFER

The Committee reviewed a request for the adoption of a policy that would allow individuals to transfer their accumulated sick leave to specific individuals whose sick leave had been exhausted because of prolonged illness. Human Resources undertook a study of a large number of comparable universities as well as selected governmental entities. They discovered that the benefit was essentially available only in some governmental entities. The problem of the differing cost of sick leave depending upon an individual's job classification added a level of complexity that made it difficult to design a program that would not unfairly penalize some divisions of the University. After reviewing the matter, the Fringe Benefits Committee voted not to pursue the issue of sick leave transfer at this time.

ELDER CARE

The Committee undertook an investigation on the availability of information and resources within the University to benefit faculty and staff who are dealing with elder care issues. The Committee felt that easy access to solutions for their elder care needs would benefit both Emory employees, by providing valuable help on site, as well as the University itself, by limiting employee absenteeism. The Emory Well House made a presentation to the Committee and amply demonstrated that they (along with their contractor, Brown Richards & Associates) provide adequate resources to the faculty and staff of the University for elder care issues, and, indeed, for child care issues as well. Brown Richards & Associates maintains a national database, and its services are provided at no cost to all employees of Emory University. (The Fringe Benefits pool of the University pays for the services that this contractor provides.) Information on the Well House and Brown Richards & Associates is attached to this report.

LONG-TERM HEALTH CARE INSURANCE

As was reported to the Senate by the Fringe Benefits Committee at the beginning of the academic year, Human Resources cannot set up a new payroll deduction

for a group long-term health care product until it has completed work on the PeopleSoft project. Human Resources estimates that an RFP for long-term health care will not be released until some time in 1999. The Fringe Benefits Committee will continue to monitor progress on this issue.

EMORYCARE OVERSIGHT SUBCOMMITTEE

The EmoryCare Oversight Subcommittee met on April 20, 1998 to discuss two issues: (1) Patient Satisfaction survey and (2) President Clinton's "Patient's Bill of Rights." The report of the Subcommittee's deliberations is not yet available. However, I have received a verbal report from of the Subcommittee's discussions from its chair, Dr. Glendon Maberly.

The Subcommittee reviewed both the pilot patient satisfaction survey conducted by the School of Public Health as well as the most recent survey conducted by Prudential. Both surveys came to similar conclusions; in summary, most EmoryCare participants were satisfied with the medical care they were receiving, but complained about administrative problems (particularly with reference to billing and Prudential's speed and capability in resolving billing issues). A full copy of the report made to the Subcommittee is appended to this document. Pages 7-9 of the report contain the principal findings of the survey in bulleted items; four bullets on page 9 summarize the administrative discontent. The Subcommittee also believed that Prudential would benefit from expertise that was available from the School of Public Health in the design and implementation of future surveys and recommended that a collaboration be formalized.

The subcommittee began a preliminary discussion on whether to recommend that President Clinton's "Patient's Bill of Rights" be adopted by EmoryCare. Because most of the subcommittee's time was devoted to the survey issue, this discussion did not proceed very far and will need to be continued at a subsequent subcommittee meeting.

Lastly, Dr. Maberly requested that he be relieved of his duties as subcommittee chair. A search for his successor has been initiated.

UNIVERSITY SENATE COMMITTEE FOR CAMPUS LIFE

REPORT for the ACADEMIC YEAR 1997-98

In addition to the direction we have taken this year, there were several projects that have carried over from last years committee. They are:

1. Communications Office - Institutional Advancement has created an office to oversee the University web site. In addition, interim provost Rebecca Chopp will be meeting with Vice President for Campus Life Frances Lucas-Tauchar and other members of the community over the summer to discuss further what can be done to resolve the issue.

2. Communications Task Force - this group of students began work last semester to research methods of communication available to the student body. A summary report was presented to the Senate in November. A document with all source work is available for student reference in the Office of Student Activities and the Student Government Office.

3. Outdoor Kiosks - the initial kiosks have been installed and used consistently! As the Campus Master Plan unfolds, additional outdoor kiosks will be installed.

The Campus Life Committee of the University Senate focused much of its attention this year on the exploration of increasing faculty/student interaction outside the classroom. Other topics of discussion were addressed, including building community and traditions. The Committee felt these issues easily fell within the rubric of Faculty/Student interaction, and so it is under this heading that we focused much of our attention this year.

We used the following questions as beginning points for our discussion:

What programs are currently beneficial, that we are aware of? What are the problems that seem to prevent more interactions from taking place? What additional resources could we help see implemented that would benefit these interactions? What role can the Campus Life Committee play in this process?

As a result of these discussions, we planned a Forum, on Thursday, February 12, 1998. The program was advertised through an ad in the Emory Wheel, as well as invitations to department chairs and personal invitations to various faculty from students. Those that attended the forum were:

FACULTY:

Dr. Paula Martin, Human and Natural Ecology

Dr. Nicholas Fotion, Philosophy

Dr. Tom Flynn, Philosophy

Dr. Rosanna Cappellato, Human and Natural Ecology

Dr. Judy Raggi-Moore, Italian Studies

Dr. Jennifer Tomsen, Human and Natural Ecology

Dr. Gary McKissick, Political Science

ADMINISTRATORS:

Interim Provost Rebecca Chopp

Dean Steven Sanderson, Emory College

Dean Darnita Killian, Dean of Students

Dean Karen Salisbury, Campus Life

Melissa Trifiletti, Student Activities

Gary Falcon, LearnLink

STUDENTS:

Jonathan Freimann

Jason Liebzeit

Daniel Schuman

Dilyn Loveless

Chuck Divine

Aaron Kline

Robin Thomas

Michael Skolnick

Unknown junior - Oxford continuee

Unknown freshman

A summary of the final suggestions from that meeting, are being reviewed, and forwarded to Interim Provost Chopp and Dean Sanderson for their input. The

Committee intends to continue this work during the 1998-99 academic year. To summarize briefly:

1. The Out to Lunch program is an easy and successful way to increase interaction between students and faculty. We'd like to see increased funding for this program.
2. We'd like to look into the possibility of getting discounts for faculty and students that dine together.
3. Residence hall programs with faculty are very valuable, especially for first-year students. We'd like to encourage Residence Life to continue programming with faculty in all residential areas.
4. We feel that it is important for departments and student organizations to institute informal gatherings, lectures, field trips and activities together. Perhaps departmental "open houses" for majors and professors to meet and talk informally.
5. Given our large number of preprofessional students, we believe that honor societies and clubs in the College could utilize the resources available in our professional schools by inviting professors from the professional schools to talk with members.
6. We support the objectives in the Teaching at Emory document, and hope that continued effort to achieve these goals will be encouraged.

The Campus Life Committee of the University Senate has had a productive year, with many wonderful ideas underway. We look to continue these efforts next year with the continued leadership of co-chairs Robin Thomas and Karen Salisbury. We have an incredible group of individual members who have made this a successful experience for all.