

Minutes of Emory University Senate
Accepting the Challenge
February 26, 2002
Jones Room, Woodruff Library

In attendance:

Clark Andelin, Edward Ball, Mary Barnes, Huiman Barnhart, Angie Berlin, Joshua Bornstein, Cheryl Bowie, William Branch, William Casarella, William Chace, Stuart Cherry, Raquel Cogell, Drexel Earle, John Ford, Jan Gleason, Jason Glushakow, Jim Grimsley, Paula Bechtler, Gary Hauk, Steve Hochman, Susie Lackey, Sarah Langley, Susan Lee, Bill McBride, Shehzad Mian, Alice Miller, Judy Raggi Moore, Joyce Murray, Malinda Owensby, Cathy Phillips, Grace Prakalapakorn, Russell Richey, Bridget Riordan, Michael Rogers, Dan Sellen, Don Shure, John Snarey, Sidney Stein, Steve Strange, Mike Terrazas, Donna Troka, Frank Vandall

Excused:

Juan del Aguila, Thomas Arthur, Euler Bropleh, Susan Cook-Prince, Alex Hall, Howard Hunter, Kim Loudermilk, Ruth Pagell, Claire Sterk, Nelson Totah

Absent:

Kent Alexander, David Blake, Chris Bly, Richard Doner, Ray Du Varney, Steve Ellwood, Robert Ethridge, Deb Floyd, William Fox, Susan Frost, Joan Gotwals, Don Harris, Matthew Hicks, Frank Huff, Debbie Ilchack, Michael Johns, Charlotte Johnson, Mark Jordan, Ronnie Jowers, Harriet King, Anna Manasco, Luigi Marzilli, Kathy McKee, Matthew Mitchell, Charles Moran, Monique Nugent, Robert Pennington, Leslie Real, Maria Romani, Brenda Seiton, Charles Shanor, Ashley Smith, Frank Stout, John Temple, Kim Turner

Guests:

Judith Miller

I. Welcome and Call to Order

University Senate President Frank Vandall called the meeting to order at 3:20 p.m. He shared with the Senate members a letter received from Earth Share stating how grateful they were to be part of the EmoryGives campaign. Senate President Vandall announced that the Senate members are invited to participate in the Naming of Emory Streams project. A meeting will take place Tuesday, March 5, at 3:30 in Room 226A of Woodruff Library.

The minutes of January 27, 2002 were approved.

II. Comments from President William Chace

President Chace has established a task force to study and implement the *New University Smoking Policy* proposed by the Emory Employee Council and adopted by the University Senate. Susan Butler, Assistant Professor and Researcher of SPH-Behavioral Sciences & Health Education, and Robert McMaines, Director of Plant Operations in Facilities Management are members of the task force.

President Chace again expressed the seriousness of the nation's recession and its effect on Fringe Benefits. Any change in benefits will be resisted as long as possible. To a suggestion to spend more of the endowment, the President responded that it's important to look at the long-term effects of the recession as well as the long term effects of generous spending. Logic suggests not increasing spending endowment. Doing so would likely cheat the posterity of Emory. President Chace remains concerned about the trust of Emory employees and the consideration of benefit cuts. It is important that we maintain equity and that we remain bound to the future and that Emory's character as an outstanding institution remain as strong or stronger than it is today. It is our obligation to leave the legacy of Emory intact.

President Chace again reminded the Senate that no decisions regarding benefits have been made. The Trustees are still pondering the economic conditions and options for reducing spending and costs in these lean times.

III. Report from Sidney Stein and the Fringe Benefits Committee

Sidney Stein, Chair of the Committee on Fringe Benefits, reported on the reactions of committee members, e-mails he has received from the community, and offered possible solutions. He stressed that the Committee has reached no conclusions and that they not determined whether cuts are warranted. After reviewing peer institutions it was felt that Emory provides better benefits than most. The Committee offers the following alternatives for review—

- 1) A service based schedule for courtesy scholarship, under which employees with 2-5 years of service would be eligible for a 50% scholarship, 5-10 years a 75% scholarship, and 10 or more years a full scholarship.
- 2) Should hospitals be a separate entity from the University and incorporated with The Emory Clinic.
- 3) VEBA (voluntary employee's beneficiary association)—Should the dollars in this trust be set aside as is or used as a current asset to relieve some of the burden on debt. There is no legal obligation to fund this account.
- 4) Should the requirement for retirement contribution be lowered to 21. Allowing for a one year waiting period after employment and a five year commitment shelf of new employees before being fully vested.

IV. Judith A. Miller, College Executive Committee on Fringe Benefit Cuts

Ms. Miller complimented Sidney Stein and the committee for their mastery of the fringe benefit issues facing Emory. She stressed that ongoing conversation and informed discussion involving faculty was paramount. The faculty has emphasized the necessity of equity among the Emory community.

Ms. Miller announced that several Town Hall meetings have been scheduled in the next week. The College Executive Committee will hold a forum March 1 to discuss the many questions regarding the use of the endowment, other pressures that may be straining the budget, and the decisionmaking process regarding cuts. The mission of the forum is to develop a better understanding of the budget and the endowment. The College Faculty will meet on Wednesday, March 20 for discussion of a resolution regarding benefits.

Other issues raised among Senate members regarding cuts: if cuts are made will they be restored after the recovery of the economy; would the savings gained by cutting benefits be worth the cost; too much of endowment geared to research and building and not enough for overall operations; and establishing a University Capital Initiative.

V. Alice Miller, Vice President, Human Resources

Alice highlighted and explained numerous points made by Sidney Stein, Judith Miller, and President Chace. Alice also noted that several Town Hall Meeting would be held beginning March 1st regarding the fringe benefit issues.

VI. Because of time constraints Bridget Reardon's presentation on alcohol and hazing, and Judy Raggi-Moore's report on Honorary Degrees were rescheduled for the March 26 meeting.

Hearing no other business, University Senate President Frank Vandall adjourned the meeting at 4:54 p.m.

Respectfully submitted,
Catherine Phillips
Secretary of the University Senate