

Emory University Senate
January 27, 2004
Jones Room, Woodruff Library

In Attendance:

Kent Alexander, Tom Arthur, Nancy Bayly, Cheryl Bowie, Jim Brown, Tim Bryson, Curt Carlson, Raquel Cogell, Eugene Emory, Daniel English, Katie Ford, Thomas Frank, Jackie Garonzik, Don Harris, Gary Hauk, David Holtgrave, Jane Howell, Matthew Krasney, Jane Lawson, Mike Mandl, Peter Mather, Linda Matthews, Mark McLeod, Richard Metters, Alice Miller, Judy Raggi Moore, Jim Morey, Don Newsome, Ruth Pagell, Thomas C. Pearson, Michael Rogers, Robin Mills Schreiber, Carson Sieving, Elizabeth Simoneau, Kim Smith, John Snarey, Sidney Stein, Jennifer Stocking, Steve Strange, Mike Terrazas, Amy Verner, James Wagner, Richard Ward, James Zaidan

Excused:

Chris Arries, William Branch, Shelly Brownsberger, Raymond Dingledine, Richard Doner, Carla Freeman, Isabel Garcia, Maggie Gilead, Jan Gleason, Jim Grimsley, Jimin Kim, Susie Lackey, Richard Levinson, Lynn Magee, Edie Murphree, Sharon Strocchia, Mike Woodworth

Absent:

Gregory Boyce, Euler Bropleh, Kevin Center, Charity Crabtree, David Dreyer, Steve Ellwood, Robert Ethridge, John Ford, William Fox, Greg Galant, Charlotte Johnson, Ronnie Jowers, Michael Johns, Harriet King, Jeffrey Koplan, Jeff Martin, Michael McCoy, Charles Nemeroff, Albert Padwa, Anup Patel, Ryan Payne, Robert Pennington, Bernard Potts, Patrick Reilly, Allesandra Ribiero, Kelly Schmeelk, Holli Semetko, Frank Stout, Daniel Teodorescu, Nathan Tobey, Nagueyalti Warren, Cathi Wentworth

I. Welcome and Call to Order

University Senate President John Snarey called the meeting to order at 3:20 p.m.

II. Approval of Minutes

The minutes of November 25, 2003, were approved.

III. Ethics and Servant Leadership (EASL) Program Presentation—Edward Queen, director, and Kate Randall, assistant director

Edward Queen, director of the Ethics and Servant Leadership Program (EASL), and Kate Randall, assistant director of EASL, spoke about servant leadership, a management philosophy begun by Robert Greenleaf in his book, *The Servant as Leader*. Servant leadership has been implemented in a few divisions at Emory. Queen outlined the structure and values of servant leadership and discussed the student programs available through EASL.

Questions and answers followed.

IV. Senate Committee Reports

A. Report on implementation of pre-employment drug testing policy—Alice Miller
Alice Miller, vice president for human resources, reported that the University's revised pre-employment drug testing policy was put into effect on January 2, 2004. Under this new policy, only applicants for safety-sensitive positions will be tested. This includes employees who apply to transfer to safety-sensitive positions.

Questions and answers followed.

B. Motion to support proposal from the Retiree Health Insurance Committee (RHIC)—
Sid Stein

Sid Stein, Retiree Health Insurance Committee chair, reported that the committee examined retiree health benefits and the benefits changes of two years ago. With the help of Alice Miller and Mike Mandl, executive vice president for finance and administration, the committee discussed restoring pre-2003 University contributions to the health insurance premiums of retired employees under age sixty-five who retired before January 1, 2003. Mandl reported that the cost for such a plan would be \$180,000 in the first year, but that figure would decrease each year as more of the 112 retirees involved reached age sixty-five and became eligible for Medicare. Mandl expressed his support for this plan. The Senate unanimously passed a motion approving the proposal.

Questions and answers followed.

C. Report regarding Fringe Benefits Review Committee (FBRC)—John Snarey for
Sharon Strocchia

University Senate President John Snarey, sitting in for chair Sharon Strocchia, reported that next year a new Senate committee will examine the University's employee benefits package in the context of those of peer institutions. This committee will work closely with Alice Miller and Mike Mandl as it examines benefits and costs.

Questions and answers followed.

D. Senate Officer Election—John Snarey for the nominating committee

Mike Rogers, associate professor of math at Oxford College, was elected president-elect. Jim Brown, director of academic computing at Oxford College, was elected secretary.

V. Remarks from President James Wagner

President James Wagner gave an update on the search for a provost. The first finalist was on campus that week, and the interviews for the other three were being scheduled. In three weeks all four finalists will have visited Emory. Wagner said he appreciates feedback on the candidates in the form of email. He expects there will be one last visit for the finalist, and perhaps a March announcement of the new provost. Wagner also updated the Senate on the search for the new vice president for institutional advancement. He said that institutional loyalty is very high for these candidates, and as a result the candidates'

names will be confidential. He said the search committee is looking primarily for a development person, a candidate with strong fund-raising skills. Wagner updated the Senate on the progress of the University's strategic planning process, saying that by the next meeting he will have feedback. The strategic plan will have a sixteen- to eighteen-month time frame, and it will include individual plans for all divisions. Wagner spoke about the recent racial and cultural issues on campus and how he would like to use them to build community. He emphasized that though true community will be hard to attain, it is the struggle for community that is important. He identified four elements for building community: commitment; communication; policies and procedures; and vigilance. He said Bobby Paul, dean of Emory College, and Kent Alexander, senior vice president and general counsel, will chair a working group to examine the University's discriminatory harassment policy. Wagner said he would like to create a position charged with promoting community.

VI. New Business

None.

VII. Adjourn

Hearing no other business, University Senate President Snarey adjourned the meeting at 4:58 p.m.

Respectfully submitted,
Jane Howell
Secretary of the University Senate