

## Minutes of the Emory University Senate

February 22, 2005  
Jones Room,  
Woodruff Library

**Present:** Nancy Bayly, Jamar Brown, Jim Brown, Tim Bryson, Louis Burton, Leslie Campis, Vincent Carter, Kim Collins, Eugene Emory, Sylvia Ennis, Katie Ford, Tom Frank, Isabel Garcia, Susan Gilbert, Keith Gitlitz, Gary Hauk, Kate Heilpern, David Holtgrave, Jane Howell, Nadine Kaslow, Kenton Kelly, Jimin Kim, Harriet King, Scott Kitner, Vikas Kumar, Susie Lackey, Gerald Lowrey, Frank Maddox, Rosemary Magee, Michael Mandl, Linda Matthews, Mark McLeod, Richard Metters, Judy Raggi Moore, James Morey, Don Newsome, Ruth Pagell, Robert Paul, Michael Rogers, Judith Rohrer, John Snarey, Sharon Strocchia, Michael Terrazas, Joseph Tipograph, James Wagner, Peter Wakefield [for Holli Semetko], Cathi Wentworth, Karl Woodworth.

**Excused:** Curt Carlson, Richard Freer, Maggie Gilead, Noman Goheer, Don Harris, Earl Lewis, Lynn Magee, Jackie Marcus, Kelly Moynes, Holli Semetko [sent replacement], David Saliba, Sidney Stein, Steven Strange, Richard Ward.

**Absent:** Kent Alexander, Mahlon DeLong, Raymond Dingledine, Richard Doner, Bobbie Epting, Jason Fisk, John Ford, Jan Gleason, Amy Harms, Lara Hendy, Caroline Hoit, Ashaki Holmes, Michael Johns, Charlotte Johnson, Youhann Jokhi, Ronnie Jowers, Bill Kelly, Jeffrey Koplan, Jane Lawson, Richard Levinson, Marvin Lim, Peter Mather, Alice Miller, Edith Murphree, Coleman Oglesbee, Albert Padwa, Thomas Pearson, Johnnie Ray, Patrick Reilly, Samira Savill, Frank Stout, Pei-Fung Sun, Paul Towne, Jennifer Wick, Sharon Zinns.

### I. Welcome - President Strocchia

University Senate President Sharon Strocchia called the meeting to order at 3:26 pm. President Strocchia welcomed and introduced new members of the Senate:

- Vice President and Secretary of the University – Dr. Rosemary Magee
- Prof & Chief Psychologist, School of Medicine – Dr. Nadine Kaslow

and guest (Secretary of the Senate 2005-2006 candidate):

- Program and Research Coordinator – Ms. Jennifer Vazquez

### II. Approval of January, 2005 minutes - President Strocchia

Item 1 is corrected from “University President Sharon Strocchia ...” to “University Senate President Sharon Strocchia ...”.

President Strocchia declared the minutes approved as distributed and corrected.

### III. Call for Nominations of Senate Officers, 2005-06: Sharon Strocchia

President Strocchia reviewed the Senate bylaws concerning the annual elections of President-elect and Secretary. The next election is planned for the March 29, 2005 meeting and recommendations for both positions were solicited and requested to be sent to President Strocchia.

IV. Update on Benefits Review: Sharon Strocchia

President Strocchia distributed a handout providing an update about the progress of the benefits review committee. There were 2,796 responses to the benefits preference survey, out of 8,500 surveys distributed, giving a response rate of 32.8%. This provides a credible data set. Results are being compiled and are expected by the committee on or about March 1. Following a review by the committee, summary findings will be issued. Numerous narrative comments have also been received and discussed by the committee. Additional comments are invited.

Five main areas are under consideration, each with sub-areas.

1. Retirement
2. Health
3. Paid time off
4. Security
5. Tuition benefits

A set of guiding principles has been documented to inform the committee's work. The guiding principles are:

1. Any recommendation from the committee must be consistent with the Emory vision and strategic plan.
2. Any recommendation from the committee must be competitive with peer institutions.
3. Any recommendation from the committee must pass non-discrimination testing. Higher paid employees cannot receive superior benefits to lower paid employees.
4. The committee must utilize a transparent process. Maximum community input and understanding is desired.

At the March 29, 2005 Senate meeting, President Strocchia will provide a preview of the committee recommendations for purposes of discussion. There will not be a vote. At the April 26, 2005 Senate meeting, President Strocchia will present the committee's final set of recommendations for discussion and approval action by the Senate.

Questions and answers followed.

V. Campus Plan Update: Jen Fabrick, University Architect, FMD

Director of Campus Planning – Ms. Jen Fabrick provided an extensive Powerpoint presentation on the current status of the Emory University campus plan. The details included in Ms. Fabrick's presentation and more are publicly available at the following Emory University Facilities Management web address:

<http://www.fm.emory.edu/campusplan/>

Questions and answers followed.

VI. Comments and Discussion of Campus Plan: Tim Bryson (Chair, Committee on the Environment) and Nancy Bayly (Chair, Campus Planning Committee)

Mr. Tim Bryson followed Ms. Fabrick's presentation with additional comments and a handout with details from the Committee on the Environment concerning two general issues of concern. (1) The committee would like to see a more proactive protection of forested areas in the large area of property that Emory owns. (2) The transportation plan will have tremendous impact on the

environment at Emory and attention must be carefully focused on it as it develops.

Ms. Nancy Bayly commented that the Committee on Campus Development is happy that the development of the master plan was extended to allow completion of the transportation study. A concern of the committee was that the Briarcliff campus was not included in this study. The committee was pleased that outdoor social spaces are a factor in the master plan.

The committee is excited but concerned about Emory Village and the roundabout traffic pattern. The Glenn Church school drop-offs and pick-ups are an issue. Plans for bike paths are also very encouraging.

Questions and answers followed.

VII. Prospective 2006 Honorary Degree Candidates: Richard Levinson, Chair, Honorary Degrees Committee

President Strocchia reminded the Senate that the bylaws mandate that the Senate approve any slate of honorary degree candidates proposed to the President and Board of Trustees. (A standing committee of the Senate prepares the slate for consideration.) The names of potential candidates are confidential. Today's presentation of names and biographies is not for vote. The vote – by written ballot – will probably take place at the April 2005 meeting.

President Strocchia introduced the chair of the Honorary Degrees committee - Richard Levinson. Chairman Levinson distributed a handout listing the proposed names and biographies. Chairman Levinson presented a brief biographical synopsis of each candidate.

Discussion followed concerning the lack of female candidates on the current slate. The fact was clarified that the current slate is not an exclusive list but rather adds candidates to a larger existing and continuing pool of potential candidates for commencement 2006.

VIII. Remarks by President Wagner

President Wagner made several announcements about the status of Emory being a destination university. The early admissions statistics are very strong this year as is the case with peer institutions. The campus climate survey is being finished by the consultant and the first look is expected within the next couple of weeks.

An initiative to make mental health and wellness a campus priority is requested by way of an SGA deliberation and resolution. An Emory Campus Life study on substance abuse, which relates to this issue, also came to the attention of the President's office. The study asks what the university can do to prioritize these issues.

The Board of Trustees met and discussed several aspects of the developing strategic plan. The strategic plan steering committee is preparing to charter subcommittees to consider the signature themes recently publicized. The 3-5 themes that ultimately survive will show the characteristic of being compelling as defined by: (1) impact – do people care about it (2) opportunity – is it appropriate and unique for Emory to pursue it (3) does Emory possess distinctive capability to pursue it. Each of the signature theme committees will conduct an open meeting.

A Futurist Forum is being planned for the university on April 8. The Futurist Forum will bring to campus external visitors distinguished in fields such as law, medicine, and education to discuss what is compelling for and about Emory, as a complement to the strategic planning process.

Seed level funding is identified for fueling the initial implementation of the strategic plan. With

initial funding the strategic plan may begin even as the comprehensive capital campaign gets underway.

IX. Hearing no other business, President Sharon Strocchia adjourned the meeting at 4:59 p.m.

Respectfully submitted,  
Jim Brown  
Secretary of the University Senate