

Minutes of the Emory University Senate

November 23, 2004
Jones Room,
Woodruff Library

In attendance: Nancy Bayly, Jim Brown, Chris Beck [stand-in for Tim Bryson], Louis Burton, Vincent Carter [stand-in for Daniel Teodorescu], Kim Collins, Eugene Emory, Sylvia Ennis, Bobbie Epting, John Ford, Tom Frank, Susan Gilbert, Keith Gitlitz, Amy Harms, Gary Hauk, David Holtgrave, William Kelly, Susie Lackey, Linda Matthews, Mark McLeod, Richard Metters, James Morey, Don Newsome, Coleman Oglesbee, Ruth Pagell, Robert Paul, Michael Rogers, Judith Rohrer, David Saliba, Samira Savill, John Snarey, Steven Strange, Sharon Strocchia, Mike Terrazas, Paul Towne, James Wagner, Richard Ward, Katherine Ford [stand-in for Seth Wood], Karl Woodworth.

Excused: Jamar Brown, Kenneth Carter, Isabel Garcia, Jan Gleason, Lara Hendy, Jimin Kim, Vikas Kumar, Earl Lewis, Lynn Magee, Jackie Marcus, Sidney Stein.

Absent: Kent Alexander, Jocelyn Brewer, Curtis Carlson, Raymond Dingedine, Richard Doner, Robert Ethridge, Jason Fisk, Bill Fox, Richard Freer, Maggie Gilead, Noman Goheer, Don Harris, Caroline Hoit, Ashaki Holmes, Jane Howell, Michael Johns, Charlotte Johnson, Youhann Jokhi, Ronnie Jowers, Kenton Kelly, Harriet King, Scott Kitner, Jeffrey Koplan, Jane Lawson, Richard Levinson, Marvin Kim, Michael Mandl, Peter Mather, Alice Miller, Kelly Moynes, Edith Murphree, Albert Padwa, Ryan Payne, Thomas Pearson, Bernard Potts, Johnnie Ray, Patrick Reilly, Holli Semetko, Frank Stout, Pei-Fung Sun, Cathi Wentworth, Jennifer Wick, Sharon Zinns.

Guests: Gerald Lowrey [Emory Alumni Association], Mike Huey [University Health Services], Chris Grey [PCORE]

I. Welcome - President Strocchia

University Senate President Sharon Strocchia called the meeting to order at 3:22 pm. President Strocchia advised that this is the final meeting of 2004 and wished all a happy holiday season.

II. Approval of September 2004 Minutes - President Strocchia

There were no corrections to the October 2004 minutes. President Strocchia declared the minutes approved as distributed.

III. Update on the Benefits Review Committee: President Strocchia

This is the first of regular, monthly updates reporting the progress of the Benefits Review committee. Two meetings have been conducted over the past month. Meeting #1 was primarily organizational identifying tasks, producing timelines and allocating work among committee members. Meeting #2 reviewed the comparative benefits study of the top 20 private research universities (16 responded) completed last summer by the consulting firm – Watson Wyatt. This familiarized the committee with the methodology of the study and clarified the major issues of benefits across higher education in general.

Two future meetings are scheduled for December – March.

In brief summary the Watson Wyatt study shows that Emory compares well in some areas but not in other areas of the benefits package. The challenge of the committee is to discern what changes will make a real difference in the lives of Emory faculty and staff. The committee

plans to submit a document for review by the Senate and to be voted on in April.

IV. Emory Alumni Association: Mr. Gerald Lowery

Mr. Lowery distributed and discussed an eight page handout graphically illustrating the demographics of Emory alumni. Information presented included alumni by decade, degree, school, city, state, region, gender, and US/non-US.

A highlighted item was that 50% of all alumni graduated since 1986. This makes for a very young alumni base as compared to peer institutions. Recognizing this fact, the Association of Emory Alumni now offers programs for this younger demographic and also reaches out to current students attempting to establish long-term relationships and a habit of giving.

Questions and Answers followed.

V. Smoking Policy in Residence Halls: Dr. Mike Huey - Executive Director of Emory University Health Services

Dr. Huey advised that during their meeting during the week of November 7, the Board of Trustees voted to disallow all smoking in all indoor campus areas. Most notably, this decision expands the coverage of this policy to residence facilities on campus including Clairmont campus, sororities and fraternities effective Fall semester 2005.

In response, Student Health, the Counseling Center and the Faculty/Staff Assistance Program will be ramping up smoking cessation programs with increased educational outreach programs and individual assistance.

Enforcement is expected to be a 3 level process. Level 1 is individual contact between the smoker and peers. Level 2 is contact between the smoker and the R.A. Level 3 enforcement is the campus conduct system.

Questions and Answers followed.

VI. Diversity Climate Survey: Mr. Chris Grey, PCORE Chair

Mr. Grey presented the plans for and status of the diversity climate survey. Mr. Grey referenced an Emory Report article published on November 15, 2004 that contains many details about the diversity climate survey. Mr. Grey highlighted these points:

- The survey includes all full-time and part-time employees (faculty and staff)
- The survey attempts to measure the working culture of the university. This includes employees' attitudes and perceptions about diversity, professional development and work place atmosphere.
- PCORE partnered with the consulting firm – SurveyNet - to produce the survey.
- The survey will be distributed on November 29, 2004 and will be available in both hard copy and electronic forms.
- A randomized reference code will provide for anonymous and singular responses.
- The survey consists of 38 quantitative responses (“Strongly Disagree through Strongly Agree”) and qualitative space for open-ended feedback.
- A detailed demographic page will allow for categorized sorting and reporting.
- The survey responses are due to the consultants on December 10, 2004
- A response rate of 40% is hoped for

- The survey results will be compiled and reported to President Wagner and the President's cabinet in February, 2005
- The details for releasing the results to the community remain to be determined

Questions and answers followed.

President Wagner clarified that the survey is not a democratic process to affect policy but rather part of a broader theme of talking with and among ourselves. In fact, it is conceivable that a small response to a critical question may be more provoking than a overwhelming response that makes us feel satisfied.

VII. Motion that the Senate endorse the Statement of Ethical Principles.

President Strocchia moved that the Senate endorse the Statement of Ethical Principles. President Strocchia opened the floor for comments and concerns.

The original document was distributed as follows:

As an ethically engaged institution, Emory University affirms the conviction that education exerts a powerful force to enable and ennoble the individual, and that the privilege of education entails an obligation to use knowledge for the common good.

In harmony with this conviction, we who belong to the Emory community affirm that the **pursuit of knowledge and truth** is the University's reason for existence. We pursue these ends **honestly, unflinchingly, and whole-heartedly**, as we treasure and seek to foster **academic freedom** and **civil discourse**.

Members of Emory are expected to manifest the **highest degree of integrity**. The University's resources, both natural and fiscal, are entrusted to us for the common good and for future generations; the University and we its members are expected to exercise **wise stewardship** over these resources and to guard against their misappropriation or misuse. All **conflicts of interest and of commitment are to be promptly addressed**, and all possible steps are to be taken to eliminate the conflicts or to manage them to ensure that they do not undermine the integrity of our institution or ourselves.

Emory seeks to uphold the **dignity** of all persons through **fair treatment, honest dealing, and respect**. Emory is committed to creating an environment of work, teaching, and learning that enables all persons to **strive toward their highest potential**. Members of the Emory community in positions of authority carry a particular obligation to exercise **care and compassion**, and appropriately confidential or personal information must be safeguarded.

As an organization comprising thousands of persons in a shared enterprise, Emory fosters **collegiality** in order to advance our mission of teaching, research, service, and healthcare. While frictions often emerge, we seek to reduce conflict through the active **practice of community**.

By our participation in the Emory community, each of us assumes **responsibility** for our actions and will be held **accountable** for them. Similarly, members of our community are responsible for holding each other and the University to these ethical principles. Compliance with the law is a minimal expectation; members of Emory should **do what is right**, even if there is no governing legal requirement to do so.

Following discussion and negotiation, the following friendly amendments were proposed (Added text is underlined. Expunged text is struck through.):

As an ethically engaged institution, Emory University affirms the conviction that education exerts a powerful force to enable and ennoble the individual, and that the privilege of education entails an obligation to use knowledge for the common good.

In harmony with this conviction, we who belong to the Emory community affirm that the **pursuit of knowledge and truth** is the University's reason for existence. We pursue these ends **honestly, unflinchingly, and whole-heartedly**, as we treasure and seek to foster **academic freedom** and the widest possible diversity of opinion in an atmosphere of civil discourse.

Members of Emory are expected to manifest the **highest degree of integrity**. The University's resources, both natural and fiscal, are entrusted to us for the common good and for future generations; the University and we its members are expected to exercise **wise stewardship** over these resources and to guard against their misappropriation or misuse. All **conflicts of interest and of commitment are to be promptly addressed**, and all possible steps are to be taken to eliminate the conflicts or to manage them to ensure that they do not undermine the integrity of our institution or ourselves.

Emory seeks to uphold the **dignity and rights** of all persons through **fair treatment, honest dealing, and respect**. Emory is committed to creating an environment of work, teaching, living and learning that enables all persons to **strive toward their highest potential**. Members of the Emory community in positions of authority carry a particular obligation to exercise **care and compassion**, and appropriately confidential or personal information must be safeguarded.

As an organization comprising thousands of persons in a shared enterprise, Emory fosters **collegiality** in order to advance our mission of teaching, research, service, and healthcare. While frictions often emerge, we seek to ~~reduce~~ resolve conflict through the active **practice of community**.

By our participation in the Emory community, each of us assumes **responsibility** for our actions and will be held **accountable** for them. Similarly, members of our community are responsible for holding each other and the University to these ethical principles. ~~Compliance with the law is a minimal expectation; members of Emory should do what is right, even if there is no governing legal requirement to do so.~~

The motion was made that the University Senate endorse the Statement of Ethical Principles as revised for adoption by Emory University with the understanding that the President's cabinet and Executive Committee of the University Senate is responsible for rewriting the final sentence.

The motion was seconded.

The motion passed unanimously by a vote of 19-0.

VIII. Remarks by President Wagner

President Wagner congratulated President Strocchia and the University Senate on the exemplary and encouraging level of dialog about multiple important matters this semester.

President Wagner highlighted the need for the university to be asking questions, beyond ethical propriety, concerning appropriate aspirations for Emory. One component of appropriate aspirations is the university engagement in contributory excellence versus competitive excellence. Broadly, as a university, we should be asking the questions – how are

we helping Duke?...Harvard? How are we helping and adding to higher education and society by doing something with contributory excellence that change how people think and practice. (Versus just excellent here but in the same way as elsewhere.)

President Wagner wished the University Senate a wonderful Thanksgiving and holidays.

IX. Hearing no other business, President Sharon Strocchia adjourned the meeting at 4:54 p.m.

Respectfully submitted,
Jim Brown
Secretary of the University Senate