

**Minutes of the Emory University Senate
February 28, 2006
Jones Room, Woodruff Library**

In attendance: Jerry Abraham, Peter Barnes, Nancy Bayly [stand-in for Joyce Piatt], Patricia Brennan, Jim Brown, Ronald Calabrese, Leslie Campis, Vincent Carter, Kim Collins, Brent Conway, Steven Culler, Amrit Dhir, John Ford, Thomas Frank, Ron Gatlin, Gary Hauk, Kate Heilpern, Jane Howell, Nadine Kaslow, Susie Lackey, Richard Levinson, Gerald Lowrey, Frank Maddox, Rosemary Magee, Michael Mandl, Linda Matthews, Richard Mendola, Richard Metters, Theresa Milazzo, Kenneth Minneman, Judy Raggi Moore, Carol Newsom, Michael Rogers, Cynthia Shaw, Magda Sossa, Sidney Stein, Steven Strange, Sharon Strocchia, Betsy Tanner, Michael Terrazas, Jennifer Vazquez, James Wagner, Richard Ward, Vance West, Donna Wong.

Excused: Kent Alexander, Larry Benveniste, Richard Doner, Allison Dykes, Maggie Gilead, Bill Kelly, Earl Lewis, Lynn Magee, Joyce Piatt, Judith Rohrer, Frank Stout, Emily Takkieddine.

Absent: Robert Ahdieh, Feras Akbik, Jonathan Beam, Brittany Bermudez, Jamar Brown, Tim Bryson, Mary Cahill, Curt Carlson, Arlene Chapman, Andrew Chern, Winifred Cisar, Mahlon DeLong, Eugene Emory, Robert Ethridge, Zandra Foster, Jan Gleason, Michael Johns, Charlotte Johnson, Ronnie Jowers, Kenton Kelly, Lauren Kent-Delaney, Del King, Harriet King, Jeffrey Koplan, Jane Lawson, Edith Murphree, Michael Owen, Paige Parvin, Johnnie Ray, Christine Reeves, David Schechter, Holli Semetko, Jennifer Sorrells, Rosalind Staib, Claire Sterk, Joseph Tipograph, Paul Towne, Andy Wilson, Karl Woodworth.

I. Welcome and call to order

University Senate President Michael Rogers called the meeting to order at 3:20 p.m.

II. Approval of January 2006 minutes

The minutes were approved as distributed.

III. Announcements:

Call for nominations for President-Elect and Secretary. President-Elect must be an elected member of Faculty Council and the Secretary traditionally comes from Employee Council. Please email all nominations to Stacia.Brown@emory.edu

IV. Remarks by President Jim Wagner

The Strategic Plan Steering committee is being decommissioned. A new committee is being formed to handle the implementation phase of the Strategic Plan. The committee will be responsible for gathering data as well as holding groups accountable for their commitments. We are currently clarifying the implementation and funding process to all involved parties as there was some confusion. The Senate should consider inviting all of the theme leaders to present and discuss the themes. The Senate should be aware of some of the activities already underway. For example, Peggy Bartlett spoke to the Senate about the Sustainability Report.

We are in the midst of Budget Preparation. We anticipate having a 6% growth in our budget in the coming fiscal year. We will have to make some tough decisions given the high aspirations we have set for ourselves. We are hopeful that we will soon be seeing an increase in our endowment income as this is the last year before an incline. Divisions and Departments should be applauded for maintaining excellence while we were on the negative slope. We have also seen the leveling of NIH funding and our Indirect Cost Recovery has been impacted but in light of that we have still managed to increase both. All in all next year should be better.

V. Remarks by Peter Barnes, Vice President for Human Resources

In the three months that I have been here we have begun to implement some of the Benefits changes that were recommended by the Benefits Review Committee and approved by the Senate last spring. I have distributed the review document with update notations in Bold typeface. The updates are as follows:

- 1.** Retirement Plan – No action has been taken. The university would need an additional \$4 million to fund this. The one year waiting period has been waived as of January 1, 2006 for new hires who have previously participated in a retirement plan. The Roth 403b plan will be implemented in July, 2006. The salary threshold for the 457b was lowered as of January 1, 2006 to \$125,000. HR is developing a communication plan to encourage participation in the 457b. The Pension Board and HR are working to enhance the retirement plan information provided to employees.
- 2.** Within the first few weeks of my job I was able to announce an additional paid holiday, New Year's Eve. The increase in staff vacation at 15 years of service has been deferred to the Task Force on Work Life Initiatives. The leave donation program is still being assessed by HR. No action has been taken on reducing sick leave for staff.
- 3.** Several changes are underway for Health Care Coverage. HR just announced that the Pharmacy Benefit Manager has been changed to Medco effective April 1, 2006. The other pharmacy initiatives are under review for implementation in 2007. The Health Savings Account option was implemented on January 1, 2006. Health promotion models are being reviewed by the Wellness Coordinator. The Health Care Steering Committee will work more closely with the Fringe Benefits Committee of the Senate. This will provide an avenue to give and receive information.
- 4.** There have been no changes to the tuition benefits. HR will be publicizing tuition benefits to parents of non-Emory students who attend Summer School at Emory.
- 5.** The Task Force on Work Life Initiatives will review all issues relating to family/maternity leave, no benefits changes have been implemented.

VI. Honorary Degrees update – Dick Levinson

Dick Levinson distributed a handout of potential honorary degree recipients to the Senate. The nominees are confidential and will be voted on at the next Senate meeting in March. The committee was fortunate this year to receive 40 new nominees. This provides Emory, President Wagner and the Board of Trustees with a robust pool to select from. Sharon Strocchia thanked Dick and the committee for the stellar pool this year. Rosemary Magee was also instrumental in cultivating many of these nominations.

VII. New Business

VIII. University Senate President Michael Rogers adjourned the meeting at 4:10pm.

Respectfully submitted,
Jennifer Vazquez
Secretary of the University Senate