

**Minutes of the Emory University Senate  
April 24, 2007  
Woodruff Jones Room**

**I. Welcome and call to order**

University Senate President Thomas Frank called the meeting to order at 3:20 pm. Welcomed new members and asked for a moment of silence for the victims of the shootings at Virginia Tech and their families.

**II. Approval of March 2007 minutes**

The minutes were approved as distributed.

**III. Work Life Initiative Update by Rosemary Magee & Peter Barnes**

Rosemary Magee presented a progress report on the Work Life Initiative, a university-wide committee consisting of faculty, staff, students; its mission to enable members of the Emory community to strive toward their highest potential in an environment of mutual respect, in a community that values care and compassion. A written report to finalize recommendations will be completed this summer with a final report to be submitted Fall 2007. The primary focus at this time is on dependent care, staff alternative work options and faculty recruitment and retention.

The emphasis on work-life balance at this point in time is to fulfill our vision statement as a destination university; and to enhance our ability to attract and retain qualified people in a competitive marketplace.

Peter Barnes described the first phase of the work life initiative was to develop guiding principles, create a vision of what Emory could look like in the future, and determine the focus of the initiative. The second phase involved forming subgroups to discuss issues, collect data and develop benchmarks, conduct surveys and obtain approval for funding. He emphasized that the Work Life Initiative should be coordinated and promoted as a benefit; should be accessible and ideally benefit everyone, and should measurably impact the organization resulting in less turnover, creating an environment that enables Emory to retain talent.

#### IV. **Year of the Faculty/Faculty Distinction Fund: Earl Lewis and Claire Sterk**

Provost Lewis, on behalf of President Wagner and himself, thanked Tom Frank for his service to the Faculty Council and University Senate over the past year. He will be attending the national press club in Washington, DC tomorrow. Under discussion will be upcoming elections, issues involving health care and the unequal healthcare around the world will be addressed. He introduced Claire Sterk, Senior Vice Provost for Faculty Development and Academic Planning to discuss strengthening faculty distinction.

Claire Sterk said all faculty distinction initiatives will build on the university strategic plan and the plans of the academic units and other major operating units.

Proposed main initiatives:

- Faculty development
- Promotion and tenure practices and processes
- Recruitment and retention
- Diversity, and need for diversity, demographics and intellectual diversity a sell.
- Balancing research, teaching, service

Theme goals:

- Establish university-wide faculty development activities that support faculty teaching and scholarship and that promote faculty excellence.
- Foster a culture that values and promotes faculty distinction.
- Review and establish rigorous tenure and promotion processes and standards in all academic units
- Increase faculty size
- Retain outstanding faculty at Emory

Currently funded at a level of \$35 million, with an additional \$10 million for equipment with goals to:

- Retain and recruit outstanding faculty
- Encourage diversity
- Enhance faculty concentration in targeted areas
- Create structures for dual career couples/partner hiring
- Plan for faculty retirements and a competitive faculty labor market

The Faculty of Distinction Fund will be accessed by proposals by the deans which support the strategic plan of the college or school, or by initiative leaders with support from deans. The FDF will support salary: 75% for Year One, 50% for Year Two, and 25% for Year Three, with other expenses as appropriate. In support of partner/spousal hires: 25% per year for three years. Evaluation criteria will include whether the request strengthens faculty distinction, diversity, one or more of the strategic plan initiatives and the strategic plan of the relevant

academic unit or units, and the ability of the faculty member to leverage the strategic funding and generate strong returns on the investment. Latest update has included funding of four requests to retain faculty (four requests, four funded). In terms of faculty recruitment, 25 requests resulted in the funding of 11 recruitments, which included one spousal hire.

#### **IV. University retirement contribution – Mike Mandl**

Mike Mandl addressed Sid Stein's benefit report presentation at the Senate's previous meeting, summarized in the March 2007 minutes. Mike thanked Sid and the committee for its work and expressed his desire to give a candid update on the ongoing retirement contribution issue, which was decreased in 2003 from 10% to a maximum of 9%. These benefits were decreased prior to the appointment of the current administration, and have been a concern of this administration for a number of years. Since 2003, studies were conducted to see where Emory stood in regard to other top research universities, and of the 17 universities that responded, Emory rated 10<sup>th</sup> in its retirement contribution – about average. Emory's structure is a bit different in that Emory contributes a straight match that is not dependent on how long a person is employed by the organization. Another study using various models will be conducted by Peter Barnes' department, to examine the effect of varying contributions over time. Further discussions will take place with the deans, and other areas of administration, and another update will be reported in the fall.

Recent enhancements to retirement benefits have included a vesting period reduced from five years to only three years, and auto enrollment into the retirement plan is under consideration, to ensure new employees participate in the available match, with the option to discontinue in the program if preferred.

#### **V. Health Insurance Audit, Peter Barnes**

Employees currently enrolled in an Emory University medical plan will be receiving a letter shortly to inform them of an audit being conducted to assess whether their dependents meet established eligibility criteria. Included with this letter will be a guide which will review the definition of an eligible dependent, as well as what supporting documentation would be required to prove eligibility if necessary.

Audits conducted previously by other employers have revealed that a substantial number of dependents did not meet criteria, but were receiving benefits from the plan. This increases costs for employers and members of the plan, and Emory has the responsibility to manage the cost of its plans most effectively. This review period allows amnesty for employees to take action proactively if any of their

dependents do not meet criteria. No disciplinary action will be taken if notification is received by June 1<sup>st</sup> that a dependent is ineligible, and no financial action will be taken to recover benefits paid in the past for ineligible dependents.

If a plan participant is unable to substantiate the eligibility of a covered dependent by June 1, 2007, they will receive notification that the dependent will be removed from the plan effective June 30, 2007.

**VI. University Alcohol & Drug Abuse Policy (2<sup>nd</sup> reading) by John Ford, Sr.VP and Dean for Campus Life.**

John Ford presented the University Alcohol Policy Document for endorsement by the Senate. This document was reviewed by the Senate in January of this year, and a few comments made at that time were incorporated. Input was requested from General Counsel, Student Activities office along with the Medical school, Oxford College, Campus Life, SGA, Human Resources, Employee Assistance Program as well as others. The most significant change is the addition of the event registration form, providing a method to track events on campus where alcohol is being served – not as a way to get approval, but to provide the university with a record of when events occur and alcohol is served, how many people present, and whether state laws that oversee underage drinking are being observed.

Tom Frank asked for the Senate’s endorsement of the policy. Policy so endorsed, and Tom thanked the group for their work on the policy.

**VII. Committee Year End Reports:**

Athletics and Recreation Committee: Betsy Tanner reported on committee’s ongoing work to standardize a protocol for College class absences due to intercollegiate athletic competition and related travel.

Campus Development Committee: report by Dawn Francis Chewning, Joyce Piatt, chair, on new building developments and how they affect the appearance and functioning of the campus, affect on sustainability, landscape issues.

Campus Life Committee: Chair: Cynthia Shaw. Reported on the second year of a four year study on the impact of service on Emory students in regards to career choice, study abroad choice, selection of major, decision to pursue graduate studies, social behaviors on campus and activism.

Committee on Environment, Chris Beck, Chair: Update on ensuring environmental standards are met in capital projects, improvement of communications with campus and surrounding communities, and work with Director of Sustainability to facilitate advancement of sustainability strategic goals in mixed use development project and graduate student housing.

Fringe Benefit Committee, Sid Stein, Chair: recommendation of committee to restore retirement benefit to that which existed in 2002 and implementation of auto-enrollment for eligible employees into the retirement program.

Honorary Degree committee, Carol Hogue, Chair: Recommendation of five candidates to be nominated to receive honorary degrees in 2008 and beyond. Nominees over a broad spectrum of fields are selected.

University Senate Library Policy Committee, Jonathan Prude, Chair: committee supports new Library Strategic Plan developed by Rick Luce, Director of the University Libraries, which includes the expansion of MARBL in terms of physical space and special collection development, presentation of symposia.

### **VIII. Meeting adjourned at 5:00 pm**

Respectfully submitted,

Janet Gallo  
Secretary, University Senate