

**Minutes of the Emory University Senate
September 26, 2006
Cox Hall**

In Attendance: Jerry Abraham, Robert Ahdieh, Peter Barnes, Chris Beck (proxy), Stephen Bowen, Jason Bradford, Patricia Brennan, Louis Burton, Ronald Calabrese, Leslie Campis, Vincent Carter, Arlene Chapman, Kim Collins, Paul Courtright, Steven Culler, Alexander Escobar, Robert Ethridge, Tom Frank, Janet Gallo, Gary Hauk, Lance Henry, Nadine Kaslow, Bill Kelly, Lauren Kent-Delaney, Linda King, Earl Lewis, Gerald Lowrey, Frank Maddox, Lynn Magee, Michael Mandl, Bryan Mashioff, Richard Mendola, Eleanor Main, Martha Myslinski, Carol Newsom, Ryan Paddock, Jane DiFolco Parker, Joyce Piatt, Wesley Pickard, Jonathan Prude, Gita Rai, Dierdra Reber, Michael Rogers, Ron Sauder, Cynthia Shaw, Linda Sheldon, Magda Sossa, Claire Sterk, Ora Strickland, Betsy Tanner, Kim Urquhart, Craig Villari, James Wagner, Andy Wilson.

Excused: Allison Dykes, Kovarik Glasco, Kate Heilpern, Andrew Lugerner, Shehzad Mian, Ken Minneman, Holli Semetko, Sidney Stein, Douglas Unfug

Absent: Kent Alexander, Nicole Anderson, Mary Cahill, Susan Carini, Jennifer Crabb, Allison Dykes, Zandra Foster, John Ford, Jan Gleason, Robert Hascall, Phil Hills, Chase Hyder, Roland Ingram, Michael Johns, Charlotte Johnson, Kembrel Jones, Ronnie Jowers, Kenton Kelly, Jeffrey Koplan, Ellen Dracos Lemming, Rick Luce, Dan Macaluso, Lynn Magee, Rosemary Magee, Edith Murphree, Lynn Nester, Santa Ono, Paige Parvin, Jeff Prince, Johnnie Ray, Melody Rhine, Rosalind Staib, Sidney Stein, Emily Takieddine, Vance West, Karl Woodworth

I. Welcome and call to order

University Senate President Thomas Frank called the meeting to order at 3:00 pm. Introduction of President Elect, Nadine Kaslow and Michael Rogers, Past President. Tom acknowledged and expressed gratitude for the consistent presence of President Wagner and Provost Earl Lewis at Senate meetings. Acknowledged Vic McCracken, graduate student in Religion, who will offer assistance with roster, minutes, meetings arrangements.

Roster was reviewed and members recognized. Please notify Vic of any corrections, additions. Upon your arrival at each meeting please make sure you sign in. Meetings will normally start at 3:15 but this meeting began at 3:00 to be followed by the President's State of the University address.

II. Approval of April 2006 minutes

The minutes were approved as distributed.

The Senate will operate out of blackboard, where all documents will be posted in advance of meetings, including agenda, minutes. Please contact Vic McCracken if you have

difficulty logging into blackboard. Also any ideas/suggestions for making additional uses of blackboard are appreciated.

III. Orientation to the University Senate

The bylaws as written give broad scope to the work of the Senate as described under Article Three. Tom expressed his appreciation for the opportunity to serve the Senate, and for the privilege all members have to comment on any topics of general University interest, comments on policy, honorary degree recommendations, and any other desired topic. It will be a full year with a busy agenda: discussion of construction “blues,” best way to communicate re: construction; review of various policies that affect faculty and staff, creation of a register of policies to be accessible to all. Work done through nine standing committees – please let Tom know of items that you would like to see added to the agenda.

IV. Remarks by President Wagner

Emory’s University Senate is unique because, unlike many other Senates, Emory’s is not chaired by the President of the University. Although the President and Provost attend the meetings, President Wagner feels it is important that the agenda is planned outside of the President’s office.

President Wagner commented on the full complement in the cabinet, with openings still remaining for Vice President of Research, Ethics Center Director, Vice Provost for Community and Diversity, and Director for the Winship Cancer Institute. This is an important and exciting time with the launch of the strategic plan this year. Communication is more important now than ever. Before the implementation process, it was easy to discuss the strategic plan in abstract terms. But now the strategic plan calls for action, making difficult budgetary decisions which affect us all. It is important to communicate what is learned at these meetings to all our constituencies. Members of the Senate must act as liaisons, expressing the concerns of the people they represent, and also giving them informed insights. This administration is open to suggestions, and can slow down, speed up, look in different directions if necessary. The University Senate is charged with the responsibility to attend the meetings and then inform those whom they represent.

President Wagner mentioned at the conclusion of the meeting, he would be giving the State of University Address. The state of Emory University is very good! He will be discussing three broad directions:

- The importance of the arts and humanities in the academic community
- Emphasis on integrity and ethical behavior
- Strategic plan details: primacy of people, especially faculty and students (the administration does not define the university or measures of excellence.)

V. Remarks by Provost Earl Lewis

Welcomed all to the new year. Our new agenda has generated excitement – student enrollment services will spend time looking at how we provide financial aid and ensure that it makes sense for Emory. Will look at the way we align our tuition policy and financial aid. Harvard and Princeton have decided to dispense with early admissions decisions. Emory must be dictated by its own issues, and not by trends.

In August the members of a special federal commission on higher education voted to approve the final draft of a report to Margaret Spellings, the secretary of education. Spellings established the Commission on the Future of Higher Education in September 2005 and charged it with creating a "comprehensive national strategy" for postsecondary education in this country. The commission met a number of times around the country to hear perspectives and proposals from a range of policy makers and other experts about important issues confronting higher education.

The final draft contains a number of recommendations that cover such topics as the value of higher education, student access to college, cost and affordability, financial aid, and institutional accountability. These topics will be addressed throughout the year by several University groups, including the Council of Deans, and it would be beneficial for the members of the Senate to familiarize themselves with the report.

This is the year of the Faculty: our cross cutting theme is a faculty of distinction. What is our understanding of this term? What priorities are given to research, service and teaching? These issues will be examined throughout the year.

VI. Senate Committee Plans and Committee Rosters for 2006-2007

Approval of the University Senate Committees' plans for 2006-2007 as distributed. Each committee will report on their work during the course of the year. Committee Rosters approved as distributed. Please be in touch with chairperson with comments, ideas, concerns.

VII. Student Government Association Plans for 2006-2007

Ryan Paddock spoke briefly, describing the very ambitious schedule of SGA this year. SGA will be busy with activities relating to the upcoming Tavern on the Green; work to further improve shuttle routes before increase parking fees take effect; efforts toward a printing subsidy for students, and a decrease in cost for laundry facilities. Working toward an internal structure change within SGA to enhance efficiency, with a reduction in numbers of students forming the chain of command. Other tasks include budgeting and election codes, and crafting a vision statement for SGA.

VIII. Presentation by Peter Barnes on Health Plan Open Enrollment

Peter Barnes asked that the University Senate members serve as ambassadors for Human Resources and Benefits, explaining to our constituencies the changes to the health plans. He hopes his presence at our meeting will empower us to answer questions and concerns that may arise. He provided data and information that will increase leadership's understanding of the health plans. Current medical trend expense increases are driving the changes: the overall cost increase in plan year 2005 for Emory medical benefits was over 17%, and over the last four years, total medical plan costs have increased 67%. This exceeds national trends and, as an expense to the University, is unsustainable at this rate. There has been a large increase in high cost and "catastrophic" claims, increasing from \$3.2 million in 2004 to \$6.7 million in 2005.

Eleven focus groups were held with University and Healthcare faculty and staff to collect feedback about our current medical and prescription drug benefits. Findings included:

- Some participants could not identify their health plan
- Faculty and staff value choice of doctors, access to doctors and low cost
- Some faculty and staff have a limited choice of core doctors and facilities close to their home.
- Faculty and staff have very high and unfulfilled expectations of communication regarding annual enrollment and medical benefits. Would like personal, face to face communication.

With this information in mind, it was decided to eliminate the BCBS POS plan (Emory Care Direct). Enrollment had declined, and the low participation made the plan costly to maintain. The other health plans remain and are easier to identify simply by their names: Aetna POS, Aetna with a high deductible (HDHP), and Blue Cross, Blue Shield PPO. The networks remain the same. There will be small changes to co-pays and deductibles, improved mental health parity (with no limits on out of network care), increase of lifetime maximum to \$1.5 million. Small increases to prescription drug tiers (none to Tier 1 to encourage the use of generics). Drugs for treating diabetes, high blood pressure and congestive heart failure have been moved to tier one, to encourage better compliance with medication therapies.

Tom Frank emphasized the critical role of the Senate is to lead, understand, support and explain.

Lead: encourage faculty and staff to become informed – understanding benefits affect employee retention and satisfaction

Understand: Know the plans thoroughly and understand what is changing and why.

Support: Be enthusiastic about the changes and improvements and encourage healthy life styles.

Explain: Direct faculty and staff to information resources; encourage them to attend information sessions. One on one individualized sessions are not practical or feasible.

For this enrollment period there will be materials that are easier to understand. Multiple home mailings of open enrollment material are planned. Encourage staff to become educated early by reading materials and attending open sessions. Pay particular attention to important upcoming dates, especially open sessions October 10th through November 1st. Annual enrollment begins October 23rd and ends November 3rd.

Nadine Kaslow: commented on her satisfaction with mental health benefits being on a parity with medical benefits in general.

IX. Presentation by Laura Ray, Transportation Plan Updates

Transportation objectives are to: enhance access and circulation; improve transit service, connectivity; relieve congestion and support sustainability.

CCTMA: public-private partnership which focuses on alternative transit options. Plays a vital role since approximately 7,000 CCTMA customers live within a three mile radius of the Clifton Corridor. At present has:

- 29 van pools with 352 participants from 10 metro counties.
- 219 Registered Emory Car pools
- 90 registered bike/walk commuters
- 2037 monthly Marta passes sold.
- Shuttles are free to the public.

There has been increased service to Decatur: more stops and approximately every 20-25 minutes rather than 45 minutes.

There has been a re-branding of the shuttles (Cliff). Shuttles have a new face and image.

Park n Ride locations:

- North DeKalb Mall presently in service
- NorthLake mall will open October 9 (near Macy's)
- South DeKalb mall pending. Should be end of October, beginning of November.

Toco Hills was approached and they are not willing to partner with Emory at this time. Stonecrest Mall was approached and is having issues with Marta and shuttles there. This will be revisited in January.

North DeKalb Mall Park n Ride runs every 25 minutes during peak. We are looking at demand mid-day and it may be decided that it is not cost efficient.

Campus routes changed to be more pedestrian friendly, increase efficiency, and provide additional service. Transit Nexus is planned where all shuttles will meet at one central location.

Alternative Fuels are being used: fleet to be 100% alternatively fueled. We are partnering with Southern Alliance for Clean Energy to use biodiesel: recycled cooking oil from Emory, CDC and CHOA.

Operational Improvements: automatic passenger counters (we have 10 now). Automatic vehicle locators: plasma screens at Clairmont and the nexus to see locations of shuttles. 17 new buses: more mobility impairment friendly.

Flexcar is available: 5 hybrids and 1 light truck (Peavine deck). 130 people using now and feedback has been very positive. As usage increases, we will invest in additional cars in fleet. 4 free hours for faculty and staff if give up parking pass.

Other transit passes will be available the beginning of October and will be similar to a MARTA passes. Neighborhood routes are in the planning process, wireless internet service in shuttles, new shelters to be installed in the Nexus.

Please give us your comments: shuttles@emory.edu, or email Laura Ray.

X. Honorary Degrees: Call for Nominations

November 3rd is the deadline for nominations to the Honorary Degree committee. Vic will post the link on the blackboard page so you can connect to the submission form. Please spread the word and prepare nominations. The submission form is available online at <http://www.emory.edu/SECRETARY/HonoraryDegrees/nominate.cfm>.

XI. New Business

There was no new business and Tom Frank adjourned the meeting at 4:50 pm.

Respectfully submitted,
Janet A. Gallo
Secretary of the University Senate

