

Minutes of the Emory University Senate
October 24, 2006
Jones Room, Woodruff Library

In Attendance: Jerry Abraham, Peter Barnes, Chris Beck (proxy—Tim Bryson), Stephen Bowen, Patricia Brennan, Ronald Calabrese, Leslie Campis, Vincent Carter, Arlene Chapman, Kim Collins, Steven Culler, Allison Dykes, Alexander Escobar, Robert Ethridge, John Ford, Tom Frank, Janet Gallo, Kovarik Glasco, Gary Hauk, Lance Henry, Nadine Kaslow, Lauren Kent-Delaney, Linda King, Ellen Dracos Lemming, Earl Lewis, Gerald Lowrey, Frank Maddox, Lynn Magee, Eleanor Main, Richard Mendola, Shehzad Mian, Martha Myslinski, Carol Newsom, Iruka Ndubuizu, Ryan Paddock, Joyce Piatt, Jonathan Prude, Michael Rogers, Cynthia Shaw, Linda Sheldon, Sidney Stein, Ora Strickland, Betsy Tanner, Douglas Unfug, Craig Villari,

Excused: Kent Alexander, Robert Ahdieh, Louis Burton, Paul Courtright, Kate Heilpern, Rick Luce, Ken Minneman, Jane DiFolco Parker, Holli Semetko, Claire Sterk, James Wagner,

Absent: Nicole Anderson, Kenneth Benton, Jason Bradford, Mary Cahill, Susan Carini, Jennifer Crabb, Alexandria Felton, Zandra Foster, Jan Gleason, Robert Hascall, Phil Hills, Chase Hyder, Roland Ingram, Michael Johns, Charlotte Johnson, Kembrel Jones, Ronnie Jowers, Kenton Kelly, Bill Kelly, Harriet King, Jeffrey Koplun, Andrew Lugerner, Valerie Mac, Dan Macaluso, Rosemary Magee, Michael Mandl, Bryan Mashioff, Linda Matthews, Edith Murphree, Lynn Nester, Santa Ono, Paige Parvin, Jeff Prince, Gita Rai, Johnnie Ray, Dierdra Reber, Melody Rhine, Ron Sauder, Magda Sossa, Rosalind Staib, Emily Takieddine, Kim Urquhart, Vance West, Andy Wilson, Karl Woodworth.

I. Welcome and call to order

University Senate President Thomas Frank called the meeting to order at 3:15 pm.

II. Approval of September 2006 minutes

The minutes were approved as distributed, with one correction noted.

Ryan Paddock: Made announcement regarding Saturday, October 28th celebration on McDonough Field of the Wonderful Wednesdays' tradition. They hope to break the record of 2,283 people for the largest non-alcoholic toast at Emory. He welcomes our participation.

III. Approval of Senate Committee Plans and Rosters for 2006-2007

Plans and rosters approved as distributed.

IV. Benefits Update by Professor Sid Stein

Professor Sid Stein discussed recent activities of the Fringe Benefits Committee and presented highlights from the Pension Protection Act of 2006 passed by Congress this past summer.

1. The Committee unanimously recommended that all eligible University employees not currently participating in the retirement program match be automatically enrolled effective September 1, 2007. This group of employees would have their salaries reduced by 1% on September 1, 2007 and by an additional 1% on September 1, 2008. Automatic enrollment would allow them to receive a 1.5% University match beginning September 1, 2007 and a 3% University match beginning September 1, 2008. The Committee felt that September 1 was the best time to begin automatic enrollment because this is the month when annual pay raises begin. Employees enrolled in the matching program in this fashion would have 90 days to opt out of the program and retrieve their reduced salaries.
2. By a majority vote, the Committee recommended that employees performing two weeks of mandatory National Guard service each year receive additional compensation equal to the difference between their University salary which they would not otherwise receive while on Guard duty and their Guard pay.
3. The Committee discussed making several thousand mutual funds available to all participants of the University retirement program through the "Fidelity Mutual Fund Window." It anticipates that this option may be available effective July 1, 2007.
4. The Committee believes that there is a chance that the University will add one additional holiday for non-essential employees between Christmas and New Year; this would be in addition to the extra holiday granted last year.
5. The Committee is still working to change the University contribution to the retirement program so that it meets the goal recommended by the Benefits Review Committee. While it does not appear that this goal will be reached in the next fiscal year, there is a possibility that there might be a small increment in the University contribution.
6. Effective January 1, 2007, the maximum salary reduction will increase to \$15,500 for participants in 403(b) and 457(b) plans (\$20,500 for those who are 50 years of age or older—applicable only to 403(b) plans).
7. The vesting period for all University contributions to the retirement program will become 3 years effective January 1, 2007; this represents a change from a vesting period of 5 years for the current University 6% contribution. This change is being made pursuant to the Pension Protection Act of 2006.

8. The Pension Protection Act of 2006 also:
 - A. made permanent the higher salary reduction limits currently in place for 403(b) and 457(b) plans and provided for future inflation adjustments (see bullet 6 above)—\$15,000 for 2006 (\$20,000 for those age 50 and older—applicable only to 403(b) plans).
 - B. made permanent the Roth 403(b) program, allowing for future tax-free withdrawals from retirement savings
 - C. made permanent tax-free withdrawals from 529 college savings plans when the money is used for educational expenses.
 - D. made permanent the Savers Credit which provides a tax credit to lower income earners who participate in the University's retirement program match.
 - E. reduced the suspension period for contributions to 6 months for plan participants who take a hardship distribution.
 - F. now permits direct distributions from an eligible retirement program to a Roth IRA without having first to transfer the money to a regular IRA.

Jonathan Prude raised the question of obtaining comparative measures of Emory's fringe benefits with other universities. Sid replied that that had been done; Emory University was compared to the top 20 private universities in the US and to the extent possible, on a dozen different parameters. This extensive analysis was used when the Committee conducted its benefit review previously, and that information can be found on line. The analysis showed that Emory's retirement plan, for example, was somewhat above average for staff members and below average for faculty. The Committee made a number of recommendations for changing fringe benefits based on its analysis of the benefit structure at competitive universities.

V. Strategic Initiative on the Institute for Developing Nations by Tom Robertson

The purpose of last year's Task Force on Internationalization was to develop a strategy to more fully internationalize Emory, especially at the undergraduate level. The Task Force has several goals: increase admission goal from 8 to 12%; solve issues related to financial aid and student care for international students; develop curriculum and joint degree programs; expand study abroad opportunities to developing countries, strengthen strategic alliances. Strong alliance recently formed with Peking University. Need to consider how we develop Emory's awareness internationally.

Presentation on the Institute for Developing Nations: arose from President Wagner and President Carter's trip to Africa last year. Emory benefits from its close relationships with the Carter Center, CDC, and CARE, and our ability to train future generations to provide the poorest people in the world with the means to increase their resources and well-being. It is necessary to focus if we want to maximize our impact. Primary focus will be promoting research and scholarship, alleviating the plight of the world's poor; fundraising to support research, teaching and social action; hiring of additional faculty to enhance capabilities compatible with our objectives; partnering with international institutions dedicated to global development; and engaging students in scholarship and social action through the curriculum, student exchange, internships, and faculty research.

VI. Provost Lewis remarks

Issues arising around construction will be of concern; we need to be mindful of the implications of the kind of growth and development we will see in the near future. Construction will be concentrated in order to minimize impact on entire campus, but we will need to prepare for changes in patterns that we have adopted. New freshman complex, new psychology building, new round-about will enhance the campus when completed, but we need to be aware of the impact of construction on all of us.

Earl is chairing the Admissions and Financial Aid task force. We need to address how we provide financial support at the undergraduate level. Affordability of higher education is an important issue, as highlighted in the Spellings Commission Report. We face the question how to make an Emory education affordable to more people. There will be recommended policy changes by new calendar year.

Year of the Faculty: Earl will start with Emory College and will continue this process with updates to be posted on the web. Issues being addressed are faculty development and how we sustain and assist in this process.

Question was raised by Eleanor Main on our progress in terms of fundraising. We are on-pace to reach our fundraising goal of 40%, with an ongoing challenge to identify contributors at the top of the pyramid. At present we are spending more time on the road to get less money than some of our peers since many of our contributors come from the middle of the pyramid.

Tom Frank commented that we will work toward developing helpful strategies to deal with on-going construction issues. There is a new document on blackboard regarding graduate student housing FAQ's. Please reference and distribute to your constituencies.

VII. University Blood Drive

John Ford introduced Louis Simmons, Program Coordinator for the “Save a Life” Partnership Program, a brand new initiative between Emory University, Emory Healthcare and the American Red Cross. Program is sponsored by Robert Bachman and John Ford is the EU Champion. Campaign began September 2006 and extends to August 2007, to address the current blood supply crisis and annually increase the quantity of blood donated from the Emory community to the American Red Cross. The goal is 1,500 pints and we need to encourage our colleagues to participate. Present participation level is only 5%, mostly students.

Upcoming blood drives: October 25th at Crawford Long, November 14th at EUH and November 29th at the Woodruff PE Center. Please refer to www.givelife.org and enter the sponsor code “Emory” to locate current and future blood drives.

VIII. University Work-Life Initiative

In a progress report provided by Rosemary Magee and Peter Barnes, they described the work of the 25-member task force, which is based upon an earlier report prepared by the PCSW. Conducting research and analysis this fall, the task force expects to complete a draft report in late Spring 2007. The task force is committed to developing proposals and plans to support a work-living environment that enables us, as members of the Emory community, to reach our highest potential, led by the guiding principles of fairness, openness, respect, care and compassion.

Through these efforts, the task force is seeking to identify Emory’s strengths as a destination workplace. Subcommittees have been established relating to faculty recruitment and retention, childcare, and flexible work options for staff. The subcommittee will review existing programs, assess barriers and possibilities, and make recommendations for additional programs or policies. The initiative will seek to determine what Emory will look like as a destination workplace in five to ten years.

Discussion groups were assigned topics relating to dependent care, staff flexible work options, faculty recruitment and retention, cultural life, health and well-being, and the built and natural environment. Feedback from each of these groups reflected:

- the need for greater childcare resources and eldercare
- greater access to cultural events for those who live far from campus
- need for more creative work options depending on the particular needs of individuals
- more affordable housing to attract and retain faculty

Suggestions were made to use our available resources to better use, e.g., childcare for graduate students provided in a co-op staffed by other students. In summary Rosemary Magee described the extensive resources at Emory which we want to use and further develop.

Please refer to the on-line forum to make comments and suggestions at www.admin.emory.edu/StrategicPlan/Worklife/

IX. New Business

There was no new business and the meeting was adjourned at 5:00 pm.

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