

**Minutes of the Emory University Senate
February 26, 2008
Woodruff Jones Room**

Attended: Peter Barnes, Chris Beck, Kenneth Brigham, William Buzbee, Ronald Calabrese, Ken Carter, Susan Cruse, Steven Culler, Matt Engelhardt, Steve Everett, Martha Fagan, Robert Hascall, Gary Hauk, Peter Hoeyng, Carol Hogue, Nadine Kaslow, Joyce King, Nina Long, Rosemary Magee, Mike Mandl, Shehzad Mian, Marilyn Pahr, Joyce Piatt, Susan Ratliff, Cynthia Shaw, Linda Sheldon, Magda Sossa, Sidney Stein, Ora Strickland, Betsy Tanner, Douglas Unfug, James Wagner

Excused: Kent Alexander, Akshat Agrawal, Sarah Berga, Monica Donohue, Allison Dykes, Elizabeth Farrar, Thomas Frank, Lauren Kent-Delaney, Linda King, Earl Lewis, Meg McDermott, Ivan Mihailov, Mary Messarra-Redman, Barret Michalec, Jane DiFolco Parker, Dierdra Reber, Holli Semetko, Jacob Shreckengost,

Absent: Robert Ahdieh, Emily Allen, Daniel Berger, Leigh Boghossian, Kathleen Brennan, Patricia Brennan, Colin Bragg, Mary Cahill, Susan Carini, Vincent Carter, Arlene Chapman, Jennifer Crabb, Bob Ethridge, John Ford, Zandra Foster, Jan Gleason, Ozzie Harris, Phil Hills, Roland Ingram, Charlotte Johnson, Ronnie Jowers, Jeffrey Koplan, Ray Kotwicki, Shauna Leven, Jessica Lowy, Rice Luce, Dan Macaluso, Zwade Marshall, Bill McBride, Richard Mendola, Kenneth Minnemann, Edith Murphree, Iruka Ndubuizu, Darryl Neil, Lynn Nester, Una Hutton Newman, Carol Newsom, Santa Ono, Virginia Plummer, Matthew Poliner, Kaitlin Porter, Jonathan Prude, Melody Rhine, Salvador Rizzo, Vivek Salgaocar, Fred Sanfilippo, Ron Sauder, Judith Shema, Robert Stephenson, Claire Sterk, Emily Takieddine, Lisa Tedesco, Maria Town, Kin Urquhart, Sharon Weiss, David Wynes, Bridgette Young, Lynn Zimmerman

Guest: Paula Gomes, David Hanson, John Hardeman, Sheryl Heron, David Thurston

I. Welcome

University Senate President, Nadine Kaslow, called the meeting to order at 3:17 pm by welcoming the attendees to the University Senate meeting.

II. Approval of the January 2008 Minutes

The minutes were approved as distributed.

III. Announcements:

The Classroom on the Quad event is being moved to the SAC on the Clairmont Campus due to weather conditions. An email informing everyone of the location change will be sent campus-wide. All times/events will remain the same, the C-shuttle will run between campuses, and free parking will be available.

The book drive will remain on Asbury Circle. We, the University Senate are the primary organizers of the book drive along with our partners on the University Leaders Group and Volunteer Emory. Our goal is 13,000 books or 1 book per person. Book drops are being planned around campus.

Kaslow recognized the incredible job done by Linda Sheldon and Facilities Management in organizing the book drive.

IV. LEED Graduate School Housing/Minority and Female Construction:

A few months ago, the Senate discussed graduate students housing and issues around sustainability were raised. The issue of minority and female construction is the results of discussions held last year.

Mike Mandl stated that when the issue was first introduced he was not at that meeting, but he would be happy to answer questions. He mentioned that he had invited David Thurston and Bob Hascall to talk about Minority and Female Procurement Programs. David will discuss programs as they related to non-construction expenditures and Bob will talk on what we are doing around minority and female owned business participation in the construction projects.

Comment/Question: Through a long process it was agreed that graduate student housing would be earth-craft certified, and the Committee on the Environment is pleased with that outcome. The whole communication process was not particularly great and, from our perspective, was caused because they were not required to go through the typical Emory process. The Committee on the Environment's perspective is that if Emory continues to use outside development companies, communication around the projects should be much better. Is there any reason why we can't structure the agreements so that they are required to go through Emory's process?

Mandl stated there is a reason why the agreements can't be structure so that they are required to go through all the Emory approval steps but that doesn't mean we would ever have trouble ensuring they go through a consulting process with our various committees so they get the benefit of all of our thinking. The issues from the Committee on the Environment were raised late in the zoning process which made it awkward to deal with from an official zoning standpoint. Once the zoning process was over, they were very cooperative in trying to understand what the issues were and have been very responsive.

Why not require them to go through the Emory process? The strategy with graduate housing was intentional to provide housing on the edges of campus without using core Emory land or capital. We looked at how much money would be available for capital projects over the next decade and the academic priorities (research buildings, teaching and healthcare facilities, etc.) exceeded capital available. While we needed graduate housing, we didn't want to put Emory money into the construction. There are arms-length tests with rating agencies as to whether they consider it your capital or not. If

certain tests are met, they count that debt against our rating capacity, which would be a problem in trying to accomplish all these things.

With that said, the outcome about these buildings is a good outcome, our consciousness around these issues have been raised, and whenever we do these things in the future, we will make sure we have these conversations with the various groups on campus on the front-end.

David Thurston with the Procurement Office gave a brief update stating that most of what they do around minority and female businesses is focused on keeping the contracts in compliance. Currently, Emory has \$132 million in federal contracts. Of those contracts, there's \$40 million dollars of which a percentage must be spent with small minority and female businesses. We work with central investigators to create proposals and ensure that the dollars are spent within the correct categories of subcontract expense.

The Procurement Office recently crafted a position titled Supply Diversity Manager whose purpose would be to search out diverse businesses and qualify them to do business with Emory. Some of the minority businesses simply don't have the technical prowess to do business with a large institution like Emory. Therefore, we have created relationships with minority businesses which allow them to use our distribution pipeline to connect with our scientific vendors. The challenge is to find qualified businesses.

Bob Hascall mentioned that for several years Emory has considered minority and female businesses as part of our selection process for architects and construction managers. We have learned, however, that there are not many minority and women-owned firms large enough or have the staff and/or bonding capability to take on some of our larger projects. We have discovered a good array of minority and female-owned subcontractors in this community, and have rewritten the contracts requiring the construction managers to have at least 15% of the total construction costs done by minority and female-owned businesses.

V. Work Life Initiative

Rosemary Magee informed the Senate that the in February 2006 President Wagner commission the Work Life Initiative (WLI) Task Force to participate in the University's cross-cutting theme of "creating a community-engaging society". The WLI Task Force took 18 months to consider a wide range of practices, programs and processes. In keeping with the University vision statement which is "...an inquiry-driven, ethically engaged, and diverse community, whose members work collaboratively for positive transformation in the world through courageous leadership in teaching, research, scholarship, health care, and social action," the destination university is a part of what we called our goal of engaged reciprocity, of the university with its members and citizens, students and employees, and our contribution to the university and the university's contribution to our lives.

President Wagner asked us to seek out innovative experiments and programs that would address well-being and maximum joy and vitality on campus. The WLI Task Force report highlights examples of the institutions policies that effect the work-life experiences of staff, students, and faculty, especially the changing needs and expectations of today's society. The Task Force did this within a national and international context, where there are a lot of issues facing employers/employees of the university and where we live in a very competitive and global economy, as we know. There is a significant demographic trend in terms of age populations going through the employment cycle and technology has had a dramatic effect on our work life and work life balance.

This process which started in 2006 went through an incubation period, staff planning, and data collection, co-sponsored a symposium, and then delivered their report to the President, who then shared it with the Board of Directors last fall.

Peter Barnes acquainted the Senate on the report's content. The WLI Task Force divided the report up into major themes and developed a series of goals and recommendations used to help keep them focus on the outcome of those themes. The WLI Task Force goals are:

Goal I: Strengthen Work-Life Culture at Emory.

Strengthen a work-life culture for individuals and families of all shapes and sizes within a university environment of engaged reciprocity.

Goal II: Broaden Resources that Support Members of the Emory Community.

Broaden access, options, and programs for child and dependent care to support working families.

Goal III: Develop Work-Life Policies and Opportunities for Staff.

Develop and promote flexible, collaborative working environments that sustain personal growth, encourage professional development, and nurture community and family life.

Goal IV: Enhance Work-Life Policies for Emory Faculty and Graduate Students.

Create a new, more flexible model for academic advancement that sustains personal growth, encourages professional excellence, and nurtures community and family life.

Goal V: Promote a Culture of Joy.

Promote a culture of joy where respect for traditions, immersion in the moment, and preparation for the future are inextricably interwoven.

Goal VI: Engage in a Vigorous Campaign of Support.

Enhance Emory's academic culture and community life through courageous leadership, dialogue, and innovation—truly making Emory a destination university for the twenty-first century.

Peter stated that the WLI Task Force has done a good job of laying out 29 specific recommendations around each of the goals. It has both an executive report and a full

report with bibliography of best practices that we've taken from our research. The goal was to look for the culture of joy and find a way to make that a part of the Emory culture and sustain it over time.

The WLI Task Force is a living, growing document. Rosemary informed the Senate that there was a place on the website to place comments.

Kaslow asked that Peter speak briefly on the dual-career program. He replied that the program is currently a virtual program where he receives electronic requests/notifications of potential hires with partners that have interest or value to Emory. The process is being formalized and Peter is reaching out to other universities for models and guidelines for recruitment.

VI. Honorary Degrees

Carol Hogue distributed biographical sketches of six individuals being considered by the Honorary Degrees Committee. This list is in addition to the pool of individuals who have been approved in previous years but not yet been awarded honorary degrees. The Senate was instructed to review the information but keep it confidential as it has not been approved. The Senate will have an opportunity to vote on the pool of candidates at the next meeting and pass that information on to the Board of Trustees.

A concern of the Senate voiced in 2006 was lack of diversity in the pool, and the Nominating Committee was sensitive to this as were the people who made nominations to the committee. This group of six candidates will greatly increase the diversity of the existing pool.

VII. Carter Center

Dr. John B. Hardman, President and CEO of The Carter Center, noted that the Center has been in partnership with Emory University since 1982. The Center's primary focus is human rights, the eradication and control of disease, and conflict resolution. Initially housed in the Woodruff Library, the Center relocated in 1986 to the Carter Presidential Library and Museum complex on Freedom Parkway.

The Carter Center, a non-partisan not-for-profit organization, is action oriented, deals with difficult issues, and is willing to risk failure in pursuit of its goals to advance human rights and alleviate human suffering. An underlying belief of the Center is that people, with a little knowledge and encouragement, can improve their own lives. It tries not to duplicate work that other organizations are doing.

The Carter Center is governed by a Board of Trustees appointed by the Center (50%) and Emory University's President and Board of Trustees (50%). The Center's budget this past year was \$75 million plus another \$75 million in in-kind donations from Pfizer, GlaxoSmithKline, and Merck for the medications used to fight disease. With a staff of

approximately 150 individuals, the Center works diligently with its partners to accomplish its program objectives.

Center programs include:

Intern/Education Program: This semester, the Center has students from 14 countries, speaking 17 languages.

Peace Programs: Conflict Resolution, Democracy, Human Rights, Americas, and China

Health Programs: Guinea Worm Eradication, River Blindness, Trachoma Control, Schistosomiasis Control, Malaria Control, Ethiopia Public Health Training Initiative, Lymphatic Filariasis Elimination, Mental Health, and Agriculture (food production).

The International Task Force for Disease Eradication initiated by The Carter Center is comprised of notable scientists and organizations that meet to evaluate the potential for eradicating infectious diseases. It monitors progress in disease eradication, reviews the status of selected diseases, and recommends opportunities for eradication or better control of diseases.

The Mental Health program, under the guidance of Rosalynn Carter, initially began as a domestic program working to decrease the stigma and discrimination of mental illness. With Mrs. Carter's active involvement, the program continues its work to improve public policy and cultural perceptions about mental health, supports activities related to world mental health day, and engages leaders around the world in activities addressing contemporary problems in mental health care. An annual symposium, started by Emory's Psychiatry Department in 1984, moved to the Carter Center in 1992. Since its inception in 1997, Rosalynn Carter Fellowships for Mental Health Journalism have been awarded to approximately 70 U.S. and international journalists to research and report on topics in the field of mental health.

For information on all the action programs at The Carter Center, see www.cartercenter.org

VIII. Senate Recycling Initiative

Ron Calabrese mentioned that the Recycling Center and the Sustainability Office chose a building on campus to audit and used that information to develop a checklist of best practices for each building on campus. The two buildings chosen are the Rollins Research Building and the Math/Science Center.

The initiative has an educational focus emphasizing the importance of recycling paper, both white and mixed as well as aluminum. It is important that the University continues recycling plastic, inform faculty/staff of the cost associated with collecting plastic and develop ways to reduce it.

The Senate subcommittee will participate in both the Staff Fest (May 16, 2008) and Earth Day (April 22, 2008) celebrations. A planning meeting is being scheduled for March 4 at the Business School. All interested are encouraged to attend and volunteer to become involved.

Emory currently pays for waste disposal and should consider if recycling could be done. Building Services is key to being efficient in collecting recyclables. The goal is to generate revenue by recycling but must have a place to collect recyclables and educate people.

IX. Intimate Partner Violence Work Group

Paula Gomes and Sheryl Heron educated the Senate on the Intimate Partner Violence Working Group. The working group started in 2007 and is an interdisciplinary group made up of students, faculty and staff. It has a mixture of people representing various schools, departments and divisions.

The mission is to “identify strategies to increase awareness of and education about intimate partner violence and dating violence for staff, students and faculty with a reach to the community.”

The Intimate Partner Violence Working Group is charged with recommending a plan of action to the Emory Administrative Council by October 2008. They welcome assistance in identifying people doing research in this area; they are working on strategies to make the workplace safe, and are working with the Emory Police Department to provide support for staff, students and faculty.

Other resources available include the Faculty Staff Assistance Program (FSAP), Employee Health, Chaplain’s Office, Campus Life, the Counseling Center, Center for Women, PCSW, Human Resources, Pastoral Counseling Services, and Emory Healthcare.

XIII. The Senate meeting adjourned at 5:07 P.M.

Respectfully submitted,

Susan T. Ratliff
Secretary, University Senate