Hughes archive in spotlight at conference

BY MICHAEL TERRAZAS

Scholars from eight countries around the globe converged on campus, Oct. 5–7, as Emory hosted the fifth international conference on poet Ted Hughes, titled “Fixed Stars Govern a Life.”

Though the two-plus days of lectures, panel discussions and other events featured some 30 presenters, the conference’s real star was the Hughes archive, stored in the Manuscripts, Archives & Rare Books Library (MARBL) on the Woodruff Library’s 10th floor. In between conference sessions, all of which were held in the library’s Jones Room, researchers scurried up the elevators to get a look at primary source material from Hughes himself, transferred to Emory before he died in 1998.

Melissa Maday, conference coordinator and a graduate student in English, said about 70 people registered for the conference, more than twice as many as from other institutions. “It was gratifying to hear how many times the archives were mentioned by the presenters, it’s clear it is already reshaping the scholarship on Hughes,” said MARBL Director Steve Enniss, who organized the conference along with Ron Schuchard, Goodrich C. White Professor of English, and Professor Joanny Moulin from the Université de Provence in Aix-Marseille, France.

“It’s often surprising to me to see what people make of the archive,” Enniss continued. “For example, personally, I’ve never viewed Hughes’ laureate poems—those written in his capacity as British poet laureate—as being among his strongest works, but one of the strangest papers delivered at the conference was about those poems.”

Enniss said he was similarly surprised by a paper on Hughes’ criticism of Shakespeare, researched with drafts contained in the Hughes archive. Some of the attendees arrived on campus days early to spend more time with the archive, and others stayed afterward—as long as a week, Enniss said.

But when they arrived, greeting the attendees was keynote speaker Craig Raine, poet, founder and editor of the literary magazine Arete. Raine, a personal friend of Hughes and his one-time editor at publisher Arete, delivered the keynote address at an Oct. 5–7 international conference on Hughes, titled “Fixed Stars Govern a Life” and held in Woodruff Library.

Ted Hughes’ former poetry editor Craig Raine delivered the keynote address at an Oct. 5–7 international conference on Hughes, titled “Fixed Stars Govern a Life” and held in Woodruff Library.

Ted Hughes’ former poetry editor Craig Raine delivered the keynote address at an Oct. 5–7 international conference on Hughes, title “Fixed Stars Govern a Life.”

Faber & Faber, entertained a capacity crowd in the Jones Room on Wednesday, Oct. 5, by sharing a few bawdy tales about Britain’s late poet laureate, including the time Raine accompanied Hughes to Buckingham Palace to accept the Queen’s Medal. Accounts differed on the exact occurrences of the day, Raine said, but at least one involved Hughes and the Queen of England—after a sherry of two for both—searching on their hands and knees for the medal, which the queen had dropped under a grand piano.

But Raine, whose lecture title was titled “Double Exposure,” also turned serious to offer his critical eye on Hughes as a poet, as a man and as a friend. “He was incapable of writing a dull letter,” said Raine, who said he looked forward one day to seeing Hughes’ collected letters in print. “[Reading that] will be like immersing yourself in a fully operational ecosystem.”

Raine’s lecture title was a take on Hughes’ ability to meld oppositional emotions or concepts, like humor and death. “The double exposure of the comic and seriously horrible is real,” Raine said. “Ted was always interested in the shared order between the ordinary and the extraordinary, between the physical and the metaphorical.”

Human Resources’ Tom Fitch flashed a variety of numbers on the screen Oct. 6 in order to “de-mystify hiring practices at Emory.” Around 100 staff members attended the brown-bag lunch panel in Winship Ballroom where they heard from administrators like President Jim Wagner and Provost Earl Lewis, as well as representatives from HR, the General Counsel’s Office and Equal Opportunity Programs, all of whom discussed various aspects of how and why people get jobs across the Emory enterprise. Within that discussion were informative hints about how to grow an Emory career once it starts.

The title of the Oct. 6 panel discussion was “De-Mystifying Hiring Practices at Emory.” For the some 100 staff in attendance in Winship Ballroom, perhaps the best definition of the event was “De-Mystifying Promotion Practices at Emory,” as the speakers not only discussed how people get jobs at Emory but also gave tips on how staff can advance once they are on the payroll.

“Meet as many people as possible,” said Tom Fitch, director of employment with Human Resources (HR). While the head table included administrators such as President Jim Wagner and Provost Earl Lewis, it was Fitch who was the afternoon’s most prominent speaker. “Attend cross-departmental activities,” he continued. “That’s one of the most important things for advancing your career here.”

Another of the seven panelists, Bob Erbrich, vice president for Equal Opportunity Programs, expanded on Fitch’s answer, saying that networking also should include attending professional conferences or other skill-based forums. “Sharpen up your skills makes you more marketable,” he said.

Prior to the discussion, Fitch and HR Senior Director Theresa Milazzo presented a variety of statistics that spoke directly to the panel’s title. According to their figures, in the last fiscal year, Emory received more than 150,000 job applications (many people applied for more than one job), and nearly 70 percent of open jobs were filled from within the Emory community. Over the last three fiscal years, the average number of days required to fill an open position ranged between 63 and 70; new hires are predominantly female.

Ted Hughes’ former poetry editor Craig Raine delivered the keynote address at an Oct. 5–7 international conference on Hughes, titled “Fixed Stars Govern a Life.”

In its continued efforts to promote the highest degree of financial transparency and voluntarily adopt governance practices mandated for public companies, the University has expanded the Emory Trust Line—implemented by Emory Healthcare (EHC) in 1999—to cover the entire enterprise.

The Trust Line (1-888-550-8850) offers a safe, easy and anonymous way for members of the Emory community to report suspected fraud or financial misconduct without fear of reprisal from their supervisors or administration. It is staffed 24 hours, seven days a week by an outside company that gathers appropriate information from callers and then forwards that information to Emory’s investigators and compliance officers, who may then pursue an investigation.

Such a “whistleblower” line is part of Emory’s voluntary adoption of ethical and financial management practices mandated for for-profit entities by the Sarbanes-Oxley Act of 2002. Nonprofit organizations like Emory are not covered under Sarbanes-Oxley, but most of Emory’s peer institutions have voluntarily adopted much of the legislation.

See TRUST LINE on page 4

Campus News
Our common heritage

Dabney Evans is executive director of the Institute of Human Rights and a lecturer in the Rollins School of Public Health.

On a Wednesday of this academic year, semimonthly as a trivia night sponsored by Campus Life's Fridays@10 in Harland Cinema (both 8–10 p.m., Oct. 21, as well as a trivia night sponsored by Campus Life’s Friday@10 program). The P.E. Center, the Quad encourages the expression of a wide range of perspectives, academic freedom and respect for personal differences. I hope this year’s theme of human rights will highlight more commonalities than differences; after all, few among us would openly stand against human rights. But the devil is in the details. When we begin discussing whose rights it is our hope to promote and respect human rights. As Americans, we are extremely aware of our rights. We protect our freedoms and claim our rights when they are being violated. But sometimes we fail to recognize the sources of these rights. At times, our rights come from domestic sources of law such as the Declaration of Independence, the Constitution or other federal law. Other times our rights may be grounded in international human rights law. On topics such as civil and political rights, international law and domestic law often are in harmony, but other types of rights (economic, social, cultural) are not emphasized in the same ways in the United States for historical reasons, such as the Cold War. Modern concepts of human rights began with the emergence of nations states, the establishment of state sovereignty and John Locke's characterization of natural rights. Locke proposed that the rights to life, liberty and estate or property were God-given. However, Locke's rights were limited to male, Christian land owners. The concept of rights further evolved with the Declaration of Independence, the French Declaration of the Rights of Man, and the U.S. Bill of Rights, which were mostly composed of civil and political rights. The early 20th century saw the creation of the Mexican and Soviet constitutions, which introduced social and economic rights into state structures.

Looking at this brief history, we can see that the concept of human rights is evolving one. Loosely defined, our contemporary understanding of human rights is a set of beliefs about the societal basis of human well-being that describes the relationships between individuals and society, and what people need to maintain their human dignity.

At the international level, the legal framework for human rights is based in the United Nations (U.N.) system. In fact, the preamble to the U.N. charter makes reference to the “dignity” and “the inalienable rights of all members of the human family” as the foundation for justice and peace in the world. The charter goes on to identify the promotion and respect of human rights as being one of the purposes of the international body. The U.N. was founded on the heels of one of the most horrible atrocities known to mankind, the Holocaust, by a world community catalyzed (even traumatized) to action. On Dec. 10, 1948, the U.N. General Assembly unanimously adopted the Universal Declaration of Human Rights. Drafted by a committee chaired by Eleanor Roosevelt, the declaration outlined the basic human rights and fundamental freedoms belonging to all human beings. Two additional treaties, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights, further detail and legally bind state parties to respect, promote and protect these rights.

Oct. 24 will mark the U.N.’s 60th anniversary, and in the time since its founding, great strides have been made in regard to human rights. The international community has ratified treaties outlawing genocide, torture, racial discrimination, discrimination against women, and calling for the protection of refugees and the rights of children. Yet we know that genocide is occurring in Sudan, and that abuses of prisoners have occurred in Abu Ghraib prison and at Guantanamo Bay. We know human rights abuses do not just occur “out there,” as witnessed by the stories of African Americans who were allegedly prevented on the basis of their skin color from crossing a bridge in Greta, La., in the wake of Hurricane Katrina.

The fact that these atrocities and many others still take place highlights several weaknesses in the existing human rights regime. In terms of their language, human rights treaties are framed as both ideals and benchmarks. Because some rights are resource dependent, it may not be possible for states to fulfill all rights immediately. This principle, known as progressive realization, allows for the gradual improvement of human rights over time, but on the negative side, it can allow states to fail to prioritize certain rights or even human rights against other rights. We can also see retrogressive measures that may chip away at established rights, such as the invasions of privacy and abuses of civil liberties resulting from the USA PATRIOT Act and guidelines justifying maltreatment of detainees.

It is my hope that, as we mark the U.N.’s 60th anniversary and the 60th anniversary of the Universal Declaration of Human Rights, we can begin to discuss the ways in which human rights may be expanded as a tool for negotiating our differences. Classroom on the Quad later this week, we can begin to discuss the ways in which human rights may be expanded as a tool for negotiating our differences. Classroom on the Quad later this week, we can begin to discuss the ways in which human rights may be expanded as a tool for negotiating our differences.
Before joining the Candler School of Theology faculty this fall, Associate Professor Ian McFarland spent the last seven years teaching at the University of Aberdeen in Scotland. With a surname like “McFarland,” that is perhaps not a surprise.

What is surprising is the brogue in McFarland’s voice. There isn’t one. He hails from Connecticut, earned his four degrees at a quartet of institutions in this country and, while he enjoyed his time in the United Kingdom, looked forward to returning home for a domestic faculty position.

“My aggressive Scottish name was a source of much amusement to my Scottish students,” said McFarland of his first faculty position. “They were expecting an accent, which didn’t materialize. The first day of class Teaching in Aberdeen, though, was a nice way to start my career and experiment in a different setting.”

Though he has been at Emory for just a few months, McFarland has wasted little time adapting to his new academic home. He will lead the chapel service that begins Candler’s 18th annual Reformation Day celebration on Oct. 19 (see box at right for the full schedule).

And McFarland currently teaches two courses. One is an introductory class on systematic theology. The other is based in part on material he taught for a class in Aberdeen called “Science and Religion.” At Candler, the course has been rechristened with the provocative title, “Natural Science and the Doctrine of Creation.”

The debate between supporters of the theory of evolution (who include the vast majority of scientists and educators) and its creationist critics (primarily, though not exclusively, fundamentalist Christians) is one of this country’s most divisive. McFarland said that tension does not play a significant role in class because Candler has few fundamentalist Christians. However, theology students will have to address the debate in their parishes, and exploring methods of how to do that is one of the prime focuses of the course.

“The spend the first third of the course asking students to explore exactly how they think their theological language ties in with everyday language,” McFarland said. “One of the reasons you get this kind of conflict is an assumption that religious language functions in exactly the same way as natural scientific language. But it isn’t. It must have been contained in the history of the church. For example, Thomas Aquinas didn’t think so.”

“Contemporary fundamentalists would say the two have exactly the same logical force and, therefore, if there is any divergence, one of them is wrong,” he continued. “On the other hand, some say the two function on completely different logical planes and divergence in their formulations has no real significance. Then there are people in between who have various mediating positions.”

The language discussion is a major one, but the course addresses other often-controversial aspects of the science and religion debate. They include a review of Christian doctrine about origins, a look at the Big Bang Theory and various Christian responses to it, the doctrine of divine providence (the belief that God directs history to a predetermined end), and the diversity of life. It is during discussions of this last topic when Darwinian theory is most seriously studied.

“I am not an expert in the hard sciences. His primary research interest is theological anthropology, meaning that his work is related to how Christians talk about what it means to be human. He is interested in the differences in how social scientists and theologians appropriate anthropological data. Unlike the social scientists, the theologians, McFarland said, are interested in making normative judgments. “Something Christians should or shouldn’t say,” McFarland noted.”

Anthropologists who study religion abhor from such determinations. McFarland did not begin studying theology until he finished his undergraduate studies at Trinity College in Hartford, Conn. He has been interested in Darwinian theory longer than the study of Christianity, which helps explain his leanings toward that area. A classics major as an undergraduate, McFarland was reading a list of philosophy (much of it related to civil disobedience), including writers such as Gandhi, Tolstoy and Martin Luther King Jr., when he discovered the writings of 20th century German theologian Dietrich Bonhoeffer, who was a major opponent of Naziism in the 1930s (and a victim of Adolf Hitler’s regime, which executed him in 1945).

McFarland’s reading exposed him to new visions of theology that did not match his past church experiences. He sought to explore those visions more, and he eventually earned a master’s of divinity degree at the Union Theological Seminary (N.Y.), a master’s of theology degree at the Lutheran School of Theology at Chicago, and a doctorate at Yale.

McFarland’s Yale dissertation became his first book, and he is now ready to release his third, Divine Image: Envisioning the Invisible God (Fortress, 2005), which explores how Christians’ visions of themselves affect the way they conceive of God and their fellow human beings.

“Often what happens is that whoever is writing about theology takes images characteristic of himself and equates that with the image of God,” he said. “The writer therefore becomes archetypically human, and people who don’t exhibit his or her characteristics tend to be graded as less human.”

This rather limiting view of humanity is something McFarland finds troubling. Rather than theology serving as a means to expand one’s view of the human, it restricts it. Ending that restriction is McFarland’s goal.

“I suggest in the book that the image of God is not literally to us,” he said. “Rather the image of God is something God reveals to us over time. We shouldn’t be secure in knowing what it means to be human, and I argue that a proper understanding of what it means to be made in God’s image causes us to ask questions and expand our understanding.”

“Humanity is not some essence that can be defined and used as a means of creating hierarchies of people who are more— or less— human,” McFarland continued.

“Humanity, or personhood, is a gift that comes to us with content that is open ended.”

2005 Reformation Day Schedule

The theme of the Candler School of Theology’s 18th annual Reformation Day celebration, Wednesday, Oct. 19, is “The Meaning of the Reformation,” and it offers an array of activities, including lectures and music, culminating in an evening concert that will feature the 14-ton, 3,605-pound Jacek organs in the Schwartz Center.

All events are free and open to the Emory community as well as the public.

11 a.m.—noon: Chapel service, Ian McFarland, theology, preaching. Sanctuary, Cannon Chapel.

Noon-12:45 p.m.: Lecture, “Reformation and Media: Gutenberg to Google,” Beth Lewis, president, Augsburg Fortress Press, speaking. Box lunch included with reservation; RSVP at 404-727-6352. 311 Bishops Hall.

1:15-2:15 p.m.: Organ lecture recital, Timothy Albrecht, performing. Sanctuary, Cannon Chapel.


3-4:30 p.m.: Lecture, “The Reformation We Have Lost,” Scott Hendrix, speaking. Sanctuary, Cannon Chapel.

8-9 p.m.: Kessler Reformation Concert. Performance by Timothy Albrecht, organ, and Emory University Concert Choir, Eric Nelson, conducting. Emerson Concert Hall, Schwartz Center.
Focus: International Affairs


King and her inner London constituency of Bethnal Green and Bow, where Bangladeshi Muslim residents account for more than half the electorate, were the subject of much attention in the press during the 2005 British general election campaign, when King lost her 10,000-vote majority due to the Liberal Democrats.

The election result was described as one of the biggest blackashes against the Blair government’s decision to enter the war.

The current is associate fellow of international affairs at Chatham House, one of the world’s leading organizations for the analysis of international issues. She recently reported on the New Orleans flood for the British newspaper The Guardian and writes on the topic of political engagement for The Institute for Public Policy Research, a London think tank.

“I have been looking at the current failure of Western democracies,” King said, “exploring why citizens don’t vote, what happens when a significant number are marginalized or excluded from the democratic process, and how we can re-engage in the face of other challenges, ranging from international terrorism to global warming.”

King also chairs the Rich Mix Cultural Foundation and Tower Hamlets Advocacy Network and Community Support, which aims to strengthen democracy at a grassroots level.

Born both Jewish and African-American, with a specialization in cultural issues and politics, the environment, human rights, arts and justice.

The keynote speaker will be Gerald LeMelle, deputy executive director of Amnesty International. LeMelle’s talk will be titled “Prisoners of Conscience.”

Following LeMelle, faculty and other members of the Emory Community will focus on a variety of subject in relation to human rights, including human rights, economics and politics, the environment, health and civil liberties, and justice.

The event also will feature a debate between the Young Democrats and College Republicans. In addition to the speakers, there will be a poetry reading by religion’s Bobbi Patterson and psychology’s Marshall Duke, followed by music, singing and performance art.

About 30 different groups, educational and cultural organizations will set up booths around the Quad to share information and get people involved.

Trust Line from page 1

The Trust Line is the latest in a series of efforts designed to voluntarily comply with the law.

“Most of the recommendations in Sarbanes-Oxley are geared simply toward sound, ethical business practices and federal grants, all settled an organization is a Fortune 500 company trading on Wall Street or a top-tier re- search university—good government principles should be fundamental elements of any operation,” said Mike Mandl, executive vice president for finance and administration.

The Trust Line is another example of a business practice that makes sense for us. It is a system we have identified as our strategic plan and our financial principles and practices. Not all calls of perceived misconduct are investigated. Such investigations prompted by the anonymous tip about, “Is There A Right to Develop-

By Katherine Baust Lukens

This year’s Classroom on the Quad—scheduled for Oct. 19, 1 p.m. on the Quadrow—will focus on human rights, and the event’s third iteration is expected to attract a record turnout with expanded offerings. Sponsored by the Student Government Association, last year’s Classroom on the Quad drew as many as 2,000 attendees.

The theme of human rights was chosen “because it transcends all boundaries within every division of the University,” according to Christine Reeves, SGA executive vice president and event organizer. “The event is for people to learn, to discuss, to inspire and to realize that apathy toward human rights is futile.”

The keynote speaker will be Gerald LeMelle, deputy executive director of Amnesty International. LeMelle’s talk will be titled “Prisoners of Conscience.”

Following LeMelle, faculty and other members of the Emory Community will focus on a variety of subject in relation to human rights, including human rights, economics and politics, the environment, health and civil liberties, and justice.

The event also will feature a debate between the Young Democrats and College Republicans. In addition to the speakers, there will be a poetry reading by religion’s Bobbi Patterson and psychology’s Marshall Duke, followed by music, singing and performance art. About 30 different religious, cultural and international organizations will set up booths around the Quad to share information and get people involved.

Class on Quad, State of Univ. coming up, Oct. 17 & 25

By Katherine Baust Lukens

This year’s Classroom on the Quad—scheduled for Oct. 19, 1 p.m. on the Quad—will focus on human rights, and the event’s third iteration is expected to attract a record turnout with expanded offerings. Sponsored by the Student Government Association, last year’s Classroom on the Quad drew as many as 2,000 attendees.

The theme of human rights was chosen “because it transcends all boundaries within every division of the University,” according to Christine Reeves, SGA executive vice president and event organizer. “The event is for people to learn, to discuss, to inspire and to realize that apathy toward human rights is futile.”

The keynote speaker will be Gerald LeMelle, deputy executive director of Amnesty International. LeMelle’s talk will be titled “Prisoners of Conscience.”

Following LeMelle, faculty and other members of the Emory Community will focus on a variety of subject in relation to human rights, including human rights, economics and politics, the environment, health and civil liberties, and justice.

The event also will feature a debate between the Young Democrats and College Republicans. In addition to the speakers, there will be a poetry reading by religion’s Bobbi Patterson and psychology’s Marshall Duke, followed by music, singing and performance art. About 30 different religious, cultural and international organizations will set up booths around the Quad to share information and get people involved.

State of the University

Six days later, President Jim Waggaman will present the annual State of the University Address, Oct. 25 at 4:15 p.m. in Converse Hall, followed by a reception.

Waggaman said the time of the address would not change from last year, when it was held in the evening, to see if the community finds the late-afternoon slot a more convenient one. Depending on the turnout, the event may see a permanent schedule change next year.

The president added that, while it will be important to reflect on achievements and progress made over the last year, “it will be even more important to consider the challenges and opportunities facing us as we move toward the execution of our strategic plan and our financial plan.”

“I hope to spend time during the address to reaffirm all of us that the success of our strategies and campaigns is not measured by meeting the milestones that we have identified as our goals and objectives,” Wagner said, “but rather by the degree to which Emory provides leadership as that destination university in the areas of teaching, research, scholarship, health care and social action.”

EmoryReport

October 17, 2005

Former British MP visits as Hallie Distinguished Fellow

Tour de Hope rides through Emory

A team of 26 cyclists, including cancer survivors, caregivers, nurses and physicians, raised funds in the 3,300-mile cycling relay from San Diego to Washington, D.C., raising funds in the 3,300-mile cycling relay from San Diego to Washington, D.C., raising funds in the 3,300-mile cycling relay from San Diego to Washington, D.C., raising funds in the 3,300-mile cycling relay from San Diego to Washington, D.C., raising funds in the 3,300-mile cycling relay from San Diego to Washington, D.C.
Carter, Marty team up to champion children's rights

BY APRIL BOGLE & ELAINE JUSTICE

Former U.S. President Jimmy Carter and renowned church historian Martin Marty will take the stage again, presenting keynote addresses at the public conference “What’s Wrong with Children in Peril?” Oct. 20–21 at the School of Law.

This event will probe why the United States has chosen not to ratify the United Nations’ 1989 Convention on the Rights of the Child (CRC)—the only country other than Somalia to not to sign the document, said John Witte, director of the Center for the Study of Law and Religion (CSLR), which is host- ing the event.

Carter and Marty return to the Emory stage as a follow-up to a 2003 CSLR event, titled “What Happens to Children in Peril?” where Carter posed a challenge to the audience. Are the forum, which featured a conversation between Carter and Marty, as well as various Emory’s Center for the Study of Law and Religion (CSLR), which is hosting the event.

Former President Jimmy Carter and Martin Marty appeared together for the first time at a 2003 event focusing on children in peril. The two will join forces again at an Oct. 20-21 conference.

“Fierce opponents of the CRC asserted that it is an attack on the family and have warned of dramatic consequences if it were to be ratified,” Gunn continued. “For many outside the United States, the failure to ratify the CRC is one of the quintessentially American hypocrisy and unilateralism.”

In addition to presentations and discussions by leading CRC scholars and authorities, conference speakers are charged with developing a recommendation on whether the United States should ratify the CRC in its current form or with revision. Among the speakers are:

• Philip Alston, New York University School of Law
• Don Browning, University of Chicago Divinity School
• Cynthia Price Cohen, Child Rights International Research Institute
• Howard Davidson, American Bar Association Center on Children and the Law
• Jaap Doek, Chair, CRC
• Martin Albertson Fine, Emory University School of Law
• Martin Guggenheim, New York University School of Law

New Kia Jenkins, Emory law school
• Landon Pearson, Emory law school

The event is free and open to the public. Registration is required. Twelve hours of CLE credit are available at the per- hour rate stipulated by each local bar association. For more information, go to www.law. emory.edu/cs/LR or call 404-712-8710.

The CSLR, one of The Pew Forum on Religion and Public Life’s organization of religious traditions and their influence on law, politics and society. Offically renamed the Center for the Study of Law and Religion in September, the CSLR repre- sentatives the collective projects of Emory’s Center for the Interdisciplinary Study of Religion and the Law and Religion Program.

Fall sports squads start fast in 2005

Volleyball

The fall sports season once again finds Emory fielding several nationally ranked teams. Of the seven teams competing in the fall, six can be found in their respective top 25 polls. Leading the way is the volleyball team.

Jenny McDowell has her squad ranked No. 3 in the latest American Volleyball Coaches Association Top 25 Coaches Poll. The team stands 16-1 on the season, matching the program’s best start after 17 games. The Eagles are riding a 15-match winning streak that has seen them win four consecutive matches. The win streak has also seen Emory claim three tournament championships, the Washington & Lee Invitational, the Emory Classic and the Emory Invitational.

Seniors Katrina Damasco and Catherine Zidow of the volleyball team and Don Browning are both on the 15-match winning streak that has seen them win four consecutive matches. The win streak has also seen Emory claim three tournament championships, the Washington & Lee Invitational, the Emory Classic and the Emory Invitational.

Seniors Katrina Damasco and Catherine Zidow of the volleyball team and Don Browning are both on the 15-match winning streak that has seen them win four consecutive matches. The win streak has also seen Emory claim three tournament championships, the Washington & Lee Invitational, the Emory Classic and the Emory Invitational.

Men’s soccer

Head coach Mike Rubesch and his men’s soccer team have some serious competition to worry about this fall. The Eagles face the first 10 games, sporting a perfect 10-0-0 record and 1-0-0 in the University Athletic Association (UAA). The Eagles are ranked sixth in the country and first in the south region. The Emory defense has been stellar, giving up only two goals, while the offense has scored 33 goals. Freshman Patrick Carver has been a huge lift on offense, accounting for 10 goals to lead the team. His play already has earned him UAA ath- lete of the week honors. Senior Kari Dix has provided solid leadership and needs two assists to break the UAA record for assists all-time.

Women’s soccer

The women’s soccer team joins the men in the top 25, ranked 22nd. The defending UAA champions are under new leadership this season. Sue Patberg came to Emory from the University of Georgia where she was the head coach for the past five seasons. The women stand 7-0-2 overall and have cleared through the Intercollegiate Men’s Men’s Superweek conference. The Eagles are a superb effort on the offensive end and have held opponents to one goal on the season. Senior goalie Amy Francis- couch leads a solid core of defenders. She has 22 saves on the season and has been named UAA athlete of the week twice for soccer defense. Junior Jessie Dean leads the team with three goals (10 other players have scored at least once this year). Senior co-captain Lauren Hudak leads the team in assists with four.

Golf

The golf team stands eighth in the country following an eighth-place finish at the NCAA Div. III Preview and fifth at the Tom’s Bridar Invitational. Senior captain Mike Lebow leads the team with a scoring average of 74.75.

Cross country

John Curtin’s men’s and women’s cross country teams have gotten off to fine starts. The women’s team is ranked 25th in the country through three events. They already have one team victory to their credit by winning the Sewanee Invitational at the beginning of the year. Sophomore Lauren Shores has two top 10 finishes and a season-best time of 18:18 where she finished third at the Sewanee Invitational. Although the men are not ranked, they won the Vanderbilt Invitational earlier this year, defeating mainly Div. I schools. Sophomore Bryan Forsyth is the team’s top runner with his best finish a second place at Vanderbilt Invitational with a time of 25:42.

For more information on Emory athletics and a schedule of events, go to www.go.emory.edu.

---

Panel from page 1

Dear Reader: It is with regret that we announce the passing of a significant contributor to the EmoryReport and to our community. We are sharing the following announcement:

(16.1 percent), and a slight ma-

For many outside the United States, the failure to ratify the CRC is one of the quintessential examples of American hypocrisy and unilateralism.”

In addition to presentations and discussions by leading CRC scholars and authorities, conference speakers are charged with developing a recommendation on whether the United States should ratify the CRC in its current form or with revision. Among the speakers are:

• Philip Alston, New York University School of Law
• Don Browning, University of Chicago Divinity School
• Cynthia Price Cohen, Child Rights International Research Institute
• Howard Davidson, American Bar Association Center on Children and the Law
• Jaap Doek, Chair, CRC
• Martin Albertson Fine, Emory University School of Law
• Martin Guggenheim, New York University School of Law

New Kia Jenkins, Emory law school
• Landon Pearson, Emory law school

The event is free and open to the public. Registration is required. Twelve hours of CLE credit are available at the per-hour rate stipulated by each local bar association. For more information, go to www.law.emory.edu/cslr or call 404-712-8710.

The CSLR, one of The Pew Forum on Religion and Public Life’s organization of religious traditions and their influence on law, politics and society. Officially renamed the Center for the Study of Law and Religion in September, the CSLR representatives the collective projects of Emory’s Center for the Interdisciplinary Study of Religion and the Law and Religion Program.

---

Fall sports squads start fast in 2005

Volleyball

The fall sports season once again finds Emory fielding several nationally ranked teams. Of the seven teams competing in the fall, six can be found in their respective top 25 polls. Leading the way is the volleyball team.

Jenny McDowell has her squad ranked No. 3 in the latest American Volleyball Coaches Association Top 25 Coaches Poll. The team stands 16-1 on the season, matching the program’s best start after 17 games. The Eagles are riding a 15-match winning streak that has seen them win four consecutive matches. The win streak has also seen Emory claim three tournament championships, the Washington & Lee Invitational, the Emory Classic and the Emory Invitational.

Seniors Katrina Damasco and Catherine Zidow of the volleyball team and Don Browning are both on the 15-match winning streak that has seen them win four consecutive matches. The win streak has also seen Emory claim three tournament championships, the Washington & Lee Invitational, the Emory Classic and the Emory Invitational.

Seniors Katrina Damasco and Catherine Zidow of the volleyball team and Don Browning are both on the 15-match winning streak that has seen them win four consecutive matches. The win streak has also seen Emory claim three tournament championships, the Washington & Lee Invitational, the Emory Classic and the Emory Invitational.

Men’s soccer

Head coach Mike Rubesch and his men’s soccer team have some serious competition to worry about this fall. The Eagles face the first 10 games, sporting a perfect 10-0-0 record and 1-0-0 in the University Athletic Association (UAA). The Eagles are ranked sixth in the country and first in the south region. The Emory defense has been stellar, giving up only two goals, while the offense has scored 33 goals. Freshman Patrick Carver has been a huge lift on offense, accounting for 10 goals to lead the team. His play already has earned him UAA ath- lete of the week honors. Senior Kari Dix has provided solid leadership and needs two assists to break the UAA record for assists all-time.

Women’s soccer

The women’s soccer team joins the men in the top 25, ranked 22nd. The defending UAA champions are under new leadership this season. Sue Patberg came to Emory from the University of Georgia where she was the head coach for the past five seasons. The women stand 7-0-2 overall and have cleared through the Intercollegiate Men’s Men’s Superweek conference. The Eagles are a superb effort on the offensive end and have held opponents to one goal on the season. Senior goalie Amy Francis- couch leads a solid core of defenders. She has 22 saves on the season and has been named UAA athlete of the week twice for soccer defense. Junior Jessie Dean leads the team with three goals (10 other players have scored at least once this year). Senior co-captain Lauren Hudak leads the team in assists with four.

Golf

The golf team stands eighth in the country following an eighth-place finish at the NCAA Div. III Preview and fifth at the Tom’s Bridar Invitational. Senior captain Mike Lebow leads the team with a scoring average of 74.75.

Cross country

John Curtin’s men’s and women’s cross country teams have gotten off to fine starts. The women’s team is ranked 25th in the country through three events. They already have one team victory to their credit by winning the Sewanee Invitational at the beginning of the year. Sophomore Lauren Shores has two top 10 finishes and a season-best time of 18:18 where she finished third at the Sewanee Invitational. Although the men are not ranked, they won the Vanderbilt Invitational earlier this year, defeating mainly Div. I schools. Sophomore Bryan Forsyth is the team’s top runner with his best finish a second place at Vanderbilt Invitational with a time of 25:42.

For more information on Emory athletics and a schedule of events, go to www.go.emory.edu.

---
The music any way you see fit, negotiate your environment and define who you are.”

How does this individualized listening affect record companies? Historically, Dowd said, record companies responded by offering an expanded range of genres and attending to various segments of the audience, rather than treating the audience as undifferentiated mass.

“Retailers likewise have taken similar steps, paying particular attention to point-of-sales information,” he said. However, sociological research finds that consumer notions regarding musical genres are more varied and evolving than the genres touted by recording companies and retailers. This is exemplified by the growing popularity of online music distribution—often illegal—during the beginning, but now legitimate and incredibly popular. The most popular seller, Apple’s iTunes, has sold more than 500 million songs worldwide since its launch in 2003. Online music retailing has become an increasingly vibrant market.

But even disparities between formats means technology doesn’t always cater to a customer. Now that users are compatible, songs downloaded from one seller may not be available from another company’s player. Many industry insiders blame online music for slowing record sales.

Although record companies may be aware of these problems, Dowd said they have been slow to respond to online music, but that may be changing. “British retailers like HMV and Virgin have developed their own online services, so that to online music is picking up steam,” he said.

Dowd also studies the morphing world of record companies. Following recent consolidation, there are now four major record conglomerates. For many critics, that’s not a good thing. But Dowd points out there were only three dominant record companies in 1940, and the industry was nowhere near as diverse then as it is now. To judge the industry by that one marker, he says, is to ignore the big picture.

“The standard view is that big companies ruined music, so when a few companies dominate the industry, things are going to get bad. I find that it depends on how those big companies operate.”

—Timothy Dowd, associate professor of sociology

Like many savvy consumers, Dowd uses technology to increase his enjoyment of music. As a researcher, he explores the sociology of all the factors related to his overstuffed iPod: culture, media, organization and economics, among them.

“Economic sociologists are interested in how the logic by which companies operate affects the actions they take,” said Dowd, associate professor of sociology. “Companies look at the environment, they determine what demand is, and they quickly respond to it. Economic sociologists say that organizations confront an ambiguous environment and have to work to interpret it: ‘This is how our market works, and this is what our environment is like.’ Social economists are interested in how companies put together that account.”

And the recording industry, according to Dowd’s research, hasn’t always been successful.

“Until the 1990s, the industry had not been doing much research on customers,” he said. “Recent sociological research claims that what we’re seeing now is part of a trend toward individualized listening, where you can use the music industry springs from his background. He performed throughout college and into graduate school, but as he moved into his academic career, he could not devote as much time to it but did not want walk away completely. Now most of his musical energies go to working in his home studio rather than public performance.

“One of the things that struck me is that if you get into various types of professions, there are clear paths to success,” said Dowd, who plays keyboards, bass and guitar. “In the music business, it’s not so clear cut. You could become extremely polished as a musician and not have a career, or you could not be polished and have a great career. One of the things that drew my interest is, how does this business operate in the face of so much ambiguity and uncertainty? Rather than become a musician and take a big risk, I thought I’d study it instead.”

This article first appeared in the Goizueta Business School electronic newsletter, Knowledge@Emory, and is reprinted with permission.

Nursing, theology announce joint certificate program

By Amy Comeau and Pete Paulsen

With the nation experiencing both a severe nursing shortage and a heightened sensitivity to issues of faith and religion, the Candler School of Theology and the Nell Hodgson Woodruff School of Nursing have joined forces to create an interdisciplinary program exploring the issues of faith and health. The program, in the pilot phase this fall, will be fully implemented in fall 2006 and is available to master’s students in nursing, theology and public health.

Darla Ura, clinical associate professor of nursing, got the idea for the program a few years ago after completing coursework in parish and faith-based nursing at St. Louis University. After developing the initial concept, she approached Karen Scheib, associate professor of pastoral care and counseling at Candler, about establishing a joint certificate program. The program is open to persons of all faiths, including Catholicism, Judaism, Islam, Buddhism and others.

“Faith and health programs provide an exciting opportunity for a truly interdisciplinary approach to the study of the intersections of religion and health,” Scheib said. “All religious traditions have healing practices. In the Western Christian tradition, there are close links between the understanding of salvation and health. In the West, nursing had its origin in the monastery. In contemporary U.S. culture, we are faced with a split between religion and health.” Scheib said. “Since religion is such an important facet of life in the United States, it is vital that both religious professionals and health professionals understand the way in which the faith of a person from any religious tradition can hinder or help heal health problems.

Students will be required to complete 13 academic credit hours, including three required courses on the topic of faith and health, and elective courses, two of which must be taken outside of their own school. They also will complete a practicum component, usually in a congregational setting that will allow them to address issues of faith and health and actively engage in those issues with the congre- gants.

For additional information about the program, contact the Candler Office of Admissions at 404-727-6326 or the Nell Hodgson Woodruff School of Nursing at 404-727-7980.
Benefits review prompts changes

Following last year’s review of Emory employee benefits, the University has acted to implement some of the recommended changes immediately, President Jim Wagner and Executive Vice President for Health Affairs Michael Johns announced in a campus-wide e-mail, Oct. 3.

The changes include:
- the addition of New Year’s Eve as a paid holiday, beginning this year on Dec. 30 (Dec. 31 falls on a Saturday);
- effective Jan. 1, 2006, lifting the one-year waiting period for University matching contributions to retirement plans for new employees who previously participated in a qualified retirement plan;
- the addition of a Roth 403(b) option to Emory’s retirement plan, allowing employees to contribute more after-tax to their 403(b) accounts; and
- an expansion of eligibility for the 457(b) deferred compensation plan, allowing employees who meet certain salary criteria to defer a larger portion of income.

Wagner and Johns said more benefits changes may be on the way, as the University studies the options recommended by the benefits review and determines their feasibility.

“As we move forward in implementing the strategic plan, we will work toward meeting those recommendations that support our direction and fit within the budget priorities,” the two wrote. “We also will continually review our benefits program to ensure that it supports our ability to hire and retain the best and brightest faculty and staff.”

Benefits Open Enrollment to take place Oct. 17–31

BY MICHAEL TERRAZAS

During this year’s Open Enrollment, which begins today (Oct. 17) and runs through the end of the month, Emory employees will have a wider menu than ever before from which to choose health care, dental and insurance plans for them and their families.

Employees should take special care this year to review their benefits options before making selections, either through the online Open Enrollment feature offered by Human Resources (HR) or through the several meetings scheduled around campus from Oct. 19-28.

All but one of the University’s health care plans have changed for 2006, as Emory is switching to a point of service (POS) option for the EmoryCare and EmoryChoice plans.

POS plans are a hybrid of more traditional preferred provider organization (PPO) and health maintenance organization (HMO) plans, offering some of the characteristics of both. Participants in some POS plans still are asked to select a primary care physician, but they do not need the physician’s referral to visit a specialist, according to Theresa Milazco, senior director of HR.

“Operationally it’s like a PPO because you can go to any doctor, you don’t have to have a referral, and there is an out-of-network component,” Milazco said. “It’s a little more cost-effective for the University than a PPO, though it tends to be more expensive than an HMO because it’s less restrictive. We need to get a little more cost-effective on the EmoryCare side, but we also need to offer more flexibility with EmoryChoice. This type of plan met both needs.”

Also new for 2006 is the Emory High Deductible Health Plan, which offers a health savings account (HSA) option. Under this plan, employees are responsible for 100 percent of medical costs (other than preventive) until they meet the core annual deductible of $1,800 for individuals and $3,600 for families. However, participants may also enroll in an HSA, which allows them to invest money pre-tax in the account up to the core deductible to pay for medical expenses.

HSA accounts are similar to flexible savings accounts (FSA), which are open to all University employees; the difference is HSAs accrue interest, and unspent funds roll over to the following year. However, this plan should only be selected by employees who can afford to pay directly for the out-of-pocket costs and significant deductibles.

Another change of note is the open availability of Aetna Dental Choice, which was previously closed to new participants. The network has been improved with more appointments availability.

All Emory employees are asked to review their current benefits information and select their benefits options for 2006; those who do not select a plan during Open Enrollment will be automatically enrolled in whichever plan most closely resembles their current one. To change plans online, visit the HR website at http://leo.cc.emory.edu, login with Emory ID and password to the PeopleSoft self-service option, select “Benefits Information” and then “Benefits Enrollment.”

Employees may also visit one of the following open meetings on campus to discuss benefits options with HR representatives and make their selections for 2006:
- Wednesday, Oct. 19, 10 a.m.–noon, Dobbs Center, Winship Ballroom.
- Thursday, Oct. 20, 3–5 p.m., Grady Hospital, Faculty & Staff Office Building, room 101.
- Monday, Oct. 24, 10 a.m.–noon, Grady Hospital, Faculty & Staff Office Building, room 101.
- Wednesday, Oct. 26, noon–2 p.m., Dobbs Center, Harland Cinema.
- Friday, Oct. 28, 8 a.m.–5 p.m., Finance Training Room, Human Resources.

For questions about Open Enrollment or benefits plans, visit the HR website or call the benefits department at 404-727-7613.

If you have a question or concern for PCORE, e-mail Michael T. Terrazas at mterrazas@emory.edu, or call 404-727-7613.

SAVE THE DATES

Emory hosts a series of luncheons for faculty, staff and community members as part of a comprehensive program to improve faculty and staff diversity. The program will offer events and ideas to help Emory better understand the needs of its diverse community.

The luncheon series is being coordinated by the President’s Commission on Race and Ethnicity (PCORE) and will be held from 10 a.m. to noon Oct. 18–20.

Mentor Emory—an Emory program that matches undergraduate students with employees and alumni—will host a series of luncheons to function as “listening sessions” to hear faculty members’ unmet needs and draft a report of the findings for PCORE and the president.

The luncheon series will begin with the October 18 “Race, diversity and community engagement” luncheon, which will feature keynote speaker Dr. Scottie仍然

PCORE starts off new academic year

The President’s Commission on Race and Ethnicity (PCORE) held its first meeting of the academic year on Monday, Sept. 26, in 400 Administration.

Chair Donna Wong, associate director of multicultural programs and services, introduced President Jim Wagner, who gave a brief overview of PCORE’s responsibilities to its members, followed by a Q&A session.

“To inform and alert; to initiate things that are sustainable; to not take for granted that the administration is aware of all issues related to race and diversity,” said Wagner, ticking off the commission’s charges. “And to remember that I am a middle-aged, straight, white male—but that we are on the same team.”

Wagner said PCORE should examine another dimension of diversity this year. “We have been good at acknowledging and celebrating diversity,” Wagner said. “There is a difference between a non-negative and a positive environment. I think Emory could begin thinking about the sort of things that make us vital, in regards to diversity. I suggest to you, instead of naming a committee ‘Staff Concerns,’ you could call it ‘Staff Concerns and Opportunities.’ Let’s not just stop at concerns.”

Each committee then gave a brief summary of its goals for 2005-06:
- Faculty concerns will host a series of luncheons to function as “listening sessions” to hear faculty members’ unmet needs and draft a report of the findings for PCORE and the president.
- Historical records/bylaws will archive all documents and explore creating a part-time position for record keeping.
- Staff concerns will look at hiring procedures and staff development; the Campus Climate Survey revealed that many staff members feel underpaid and/or that their supervisors are not supportive of professional development opportunities.
- Student concerns will work on fall “dialogues” event between students and Provost Earl Lewis, and will evaluate admissions outreach and recruitment of Latinos and look at possibilities for making admissions materials available in Spanish.
- Professional development fund will propose changes to its travel grant-awarding guidelines (to help minority faculty and staff attend professional conferences) in light of the Climate Survey, which revealed that many staff feel they do not have professional development opportunities.
- Special projects will work on brown bag panels, student concerns race dialogue, the Transforming Community Project and the President’s Commissions-Employee Council holiday party.
- Race & ethnic leadership will continue work on creating a database of potential nominees of color for University positions.

The next order of business was to formally elect Alex Escobar, senior lecturer in biology, as chair-elect. Training and development courses presented by the Office of Equal Opportunity Programs were announced. For a list of course offerings, or to register online, go to: https://hr.emory.edu/online/registration.html#open

For more information, contact LaShere Mayfield at 404-727-7607.

DeJ King, senior director of Human Resources, announced that Mentor Emory is being reinvited, with plans to expand the program. There will be an information session on Friday, Oct. 21, at 2 p.m. in the Jones Room of Woodruff Library. To register, visit www.emory.edu/mentor_emory. For more information, contact Stephanie Coleman at stephanie.coleman@emory.edu.

PCORE will meet next Monday, Oct. 17, at 3 p.m. in 400 Administration. The guest speaker will be John Ford, senior vice president for Campus Life.

— Katherine Baust Lukens

If you have a question or concern for PCORE, e-mail Michael T. Terrazas at mterrazas@emory.edu.
**performing arts**

**MONDAY, OCT. 17**
Film
“Louise Alone Thompson Patterson: In Her Own Words.” Louis Massiah, director, presenting. 4 p.m. 404-727-4165.

**WEDNESDAY, OCT. 19**
Kessler Reformation Concert and Lecture
Emory University Concert Choir and Timothy Albrecht, organ, performing. 8 p.m. Emerson Concert Hall, Schwartz Center. Free. 404-727-5050.

**THURSDAY, OCT. 20**
Film
“Good Night and Good Luck.” George Clooney, director. 7 p.m. 205 White Hall. Free. 404-727-4165.

**FRIDAY, OCT. 21**
Concert
Emory University Concert Choir, performing. 8 p.m. Emerson Concert Hall, Schwartz Center. Free. 404-727-5050.

**SATURDAY, OCT. 22**
Concert
Emory Symphony Orchestra, performing. 8 p.m. Emerson Concert Hall, Schwartz Center. Free. 404-727-5050.

**WEDNESDAY, OCT. 26**
Concert
Emory Wind Ensemble, performing. 8 p.m. Emerson Concert Hall, Schwartz Center. Free. 404-727-5050.

**visual arts**

**THURSDAY, OCT. 20**
GALLERY TALK

**FRIDAY, OCT. 21**
Visual Arts Gallery Opening Reception

**THROUGH DEC. 3**
Visual Arts Gallery Exhibition

**through oct. 31**
Schatten Gallery Exhibition

**through oct. 28**
Schatten Gallery Exhibition

**TUESDAY, OCT. 18**
**PHYSIOLOGY LECTURE**
“Anesthetic-induced Immobility: Disruption of Spinal Locomotor Networks and Descending Locomotor Drive.” Steven Jinks, University of California, Davis, School of Medicine, presenting. 9 a.m. Whitehead Auditorium. Free. 404-727-7401.

**FRIDAY, OCT. 21**
**ARTS AND CULTURAL LECTURE**

**FRIDAY, OCT. 21**
**PHARMACOLOGY LECTURE**
“Regulation of Na+ and Ca2+ Channels by Signaling Complexes.” William Catterall, University of Washington, presenting. 3 p.m. Whitehead Auditorium. Free. 404-727-4291.

**MONDAY, OCT. 31**
**ARTS AND CULTURAL LECTURE**

**MONDAY, OCT. 24**
**ARTS AND CULTURAL LECTURE**