Employee Council Newsletter

December, 2017 Issue

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The Employee Council is authorized by the President of Emory University as an organization through which employees of the University can participate responsibly and meaningfully in the governance of the University community.

Visit us at: http://www.employeecouncil.emory.edu/about/index.html
Employee Council Representative’s Meeting  
Monday, November 27, 2017  
Whitehead Memorial Research Building Auditorium

**Topic: Resilience and Adaptability**

**Guest Presenters:**

*Allison Dykes, Vice President and Secretary of the University*  
*Mike Huerkamp, DVM, DACLAM, Director, Division of Animal Resources*

*Allison Dykes*, Vice President and Secretary of the University, discussed *resilience and adaptability* through the personal story of her 20-year career at Emory.

When Allison came to Emory in 1997, she planned to stay for just a few years and imagined her time at Emory as a stepping stone to future work in a smaller non-profit organization. Her starting position at Emory was a newly created role within a new department which came with challenges both internally and externally. When faced with these challenges, she chose intentionality in adapting to her environment and focused on shared success with others - not just her own personal success. As a result of her choices in her early years at Emory, Allison was able to develop strong relationships in her department; create synergistic relationships across the Emory enterprise, and expand the reach and strength of the Emory Alumni Association. Allison shared that resilience and adaptability have contributed to both her personal and professional successes in life.

*Mike Huerkamp*, DVM, DACLAM, Director, Division of Animal Resources (DAR), spoke of resiliency and adaptability and how these core components have impacted DAR.

Dr. Huerkamp shared details about the work of the Division of Animal Resources ([http://www.dar.emory.edu/home/index.php](http://www.dar.emory.edu/home/index.php)), which is responsible for 11 facilities and approximately 75,000 animals. Being responsible for the wellbeing of these animals, he shared how it is imperative for the division to be prepared and resilient against threats to valid research and adaptable to often unforeseen changing needs and circumstances. He discussed the DAR’s duty to protect the public trust in the research enterprise, emphasis on security, and all-hazards emergency preparedness approach to maintain business continuity during extreme weather and other events, and adaptations in automation and creative staffing to maximize the effectiveness of the DAR team. He also highlighted the department’s collaborative work with Campus Services and Sustainability Initiatives.
**Topic: New Waste Policy**

**Guest Presenters:** Matthew Early, Vice President of Campus Services and Ciannat Howett, Director of Sustainability

Matthew Early, Vice President Campus Services and Ciannat Howett, Director of Sustainability Initiatives, shared information about Emory’s new waste policy, which will take effect January 1, 2018. This new policy resulted from recommendations by a nationally-recognized consulting team to help Emory achieve the goal of 95% diversion of landfill waste by 2025. With this new waste policy program, all major University buildings will be equipped with five standardized bins in order to collect the following commodities: *Compost, Plastics and Metals, Mixed Paper, White Paper, Landfill Waste and exterior containers will be placed to collect mixed recycling and compost only.* Another component of this policy is that *the servicing of desk-side waste or recycling bins by Campus Services’ staff will be discontinued*. While Emory staff and faculty may keep a bin or other container at their desk, which they can use to transport their disposables to central collection areas.

More information online:

- Overview: [http://sustainability.emory.edu/page/1087/Waste-Policy](http://sustainability.emory.edu/page/1087/Waste-Policy)
- Video: [https://www.youtube.com/watch?time_continue=1&v=OLbrs3hb__w](https://www.youtube.com/watch?time_continue=1&v=OLbrs3hb__w)
Meet Rubena Bedi

Rubena serves as a Sr. Financial Analyst in the Cost Studies Department in the Controller’s office and recently completed her 17th year here at Emory University. In her position, she manages the University’s Effort Reporting System and trains personnel on leveraging the solution. In addition, she performs analytical analysis on the University’s Fringe pool, handles relations with external auditors related to the A133 Audit and serves on special projects when needed. On behalf of the Employee Council, she also represents the Fringe Benefit Committee. During her free time, she enjoys painting and listening to music. She is looking forward to bringing innovative ideas to the Employee Council to increase Emory employee involvement and to bring the Emory Community together.

Meet Laquanda Jackson

Laquanda is an Administrative Assistant in the Department of General Medicine and Geriatrics in the School of Medicine at Emory University. Laquanda has completed 24 years at Emory University and her current position has her located at the Grady Campus in the Faculty Office Building. Laquanda is the Coordinator for the OPEX (Outpatient Experience) Program which focuses on understanding the relationship between the patient, the doctor, the health care team, and the community by sending 1st year medical students out into the field to rotate with community Preceptors. Her main role is to connect the students with a facilitator/preceptor to rotate with for an entire year. Also, she supports the faculty team in her Department at the Grady Campus. On behalf of the Employee Council, this is Laquanda second time serving and she represents the Communication Committee. Her free time is spent, traveling with her husband, hiking, and spending time with her three granddaughters. She is eagerly anticipating working with the council again to increase communication across all spectrums of the University.
Do you have the LiveSafe app on your phone? It's a free safety app available to all Emory students, staff and faculty.

Emory is placing a new mode of personal safety support directly into the hands of the campus community with the launch of LiveSafe, a free mobile app.

Developed for smartphones and tablets, the LiveSafe app provides a quick, convenient and discreet way for students, faculty and staff to communicate directly with Emory University public safety officials.

Learn more about the app

Download for Apple | Download for Android
SO YOU THINK YOU KNOW MILLENNIALS? THINK AGAIN!

Presented by: Cara Silletto  
December 14, 2017  
2:00PM – 3:30PM  
Goizueta Foundation Center, Room W525

Millennials (workers under age 37) are now the largest generational cohort in the workforce, and by 2020, they’ll outnumber the Boomers and GenXers combined! In this session, you’ll hear a unique perspective on the Millennial mindset, the Millennial’s side! Hear firsthand stories about the real issues on the T.A.B.L.E. (technology, authority, balance, loyalty, and entitlement). This program fuels an eye-opening discussion about which traditional business principles may need a revamp to be effective in today’s changing workplace. It is a must-attend for those who need to retain the talent they can’t afford to lose.

Sponsored by HR’s Learning and Organizational Development, there is no cost to attend this session, but pre-registration is required. Register by December 6, 2017.

Cara Silletto, MBA

Workforce thought leader Cara Silletto, MBA, is the president of Crescendo Strategies, a firm committed to reducing unnecessary employee turnover by bridging generational gaps and making leaders more effective in their roles. Cara currently sits in a unique sweet spot for her specialty of bridging the great generational divide, because she is an early Millennial herself, born in 1981, yet she is equipped with an MBA and more than 14 years of experience learning the unwritten expectations of older managers and business owners in order to advance her own career. Workforce Magazine named Cara a “Game Changer” and Recruiter.com named her in their “Top 10 Company Culture Experts to Watch.” Cara is also the co-author of “What’s Next in HR.”
The Employee Council cordially invites you to our

ANNUAL HOLIDAY PARTY

Wednesday December 13, 2017
11:30 a.m. to 12:30 p.m.

MICHAEL C. CARLOS MUSEUM OF EMMORY UNIVERSITY
571 SOUTH KILGO CIRCLE, ATLANTA, GA 30322
3rd floor Reception Hall
Museum Tour for those interested at 12:45pm

This year each representative will be allowed to bring a friend/colleague to the Holiday Party.

Please R.S.V.P. by Friday December 8, 2017 at:
https://www.surveymonkey.com/r/9ZH2TNW
The following letter regarding the *House Bill* was sent on behalf of the Emory University Senate to all 14 Georgia Representatives and two Georgia Senators, Johnny Isakson and David Purdue.

Representative Rick Allen  
426 Cannon House Office Building Washington, DC 20515  
Representative Doug Collins  
1504 Longworth House Office Bldg Washington, DC 20515  
Representative Karen Handel  
1211 Longworth House Office Bldg Washington, DC 20515  
Representative Hank Johnson 2240 Rayburn House Office Building  
Washington, DC 20515  
Senator David Perdue  
455 Russell Senate Office Building Washington, DC 20510  
Representative Rob Woodall  
1724 Longworth House Office Bldg Washington, DC 20515  
Representative Sanford Bishop 2407 Rayburn House Office Building  
Washington, DC 20515  
Representative Drew Ferguson 1032 Longworth House Office Bldg Washington, DC 20515  
Representative Jody Hice  
324 Cannon House Office Building Washington, DC 20515  
Representative John Lewis  
343 Cannon House Office Building Washington, DC 20515  
Representative Austin Scott 2417 Rayburn House Office Building  
Washington, DC 20515  
Representative Buddy Carter  
432 Cannon House Office Building Washington, DC 20515  
Representative Tom Graves 2078 Rayburn House Office Building  
Washington, DC 20515  
Senator Johnny Isakson  
131 Russell Senate Office Building Washington, DC 20510  
Representative Barry Loudermilk 329 Cannon House Office Building Washington, DC 20515  
Representative David Scott  
225 Cannon House Office Building Washington, DC 20515
The Honorable Johnny Isakson  
United States Senate

Dear Senator Isakson,

I am writing to you on behalf of the Emory University Senate to express our sincere appreciation for your advocacy for Emory University and for all of higher education during the formulation of the Tax Cuts and Jobs Act. As the chief representative body of the faculty, staff, and students of all nine of Emory’s schools and colleges, we wish to communicate our concerns about several provisions included in the House bill that will negatively impact many members of our community and higher education in general.

We are grateful for the role you have played in ensuring that the Senate version of the Tax Cuts and Jobs Act does not affect USC § 117(d) and § 127. Taxing the scholarships and educational assistance described in these sections would put higher education out of reach for many of our employees and their families.

Taxing tuition reductions would also negatively affect our graduate student body. Many students in our graduate and professional schools receive tuition waivers. If this tuition assistance becomes taxable income, graduate study will become unaffordable for many of our students. This in turn will decrease the number of graduates, especially PhDs in STEM fields, who would be qualified for employment in fields that contribute greatly to our state and enhance commerce and business in Georgia.

We have concerns about provisions remaining in the Senate bill that will drive down resources for student financial support and could result in tuition increases. The proposed excise tax on university endowments and the repeal of tax-exempt bond financing will leave Emory less money for scholarships. This will also reduce the availability of higher education for many students, including those from historically disadvantaged groups. These provisions will compromise our ability to attract talented undergraduate and graduate students. These outstanding students play an essential role in advancing our mission to create, preserve, teach, and apply knowledge in the service of humanity.

Other provisions that concern us would create hardships for many members of our community. Limiting deductions for high medical expenses and sun setting dependent care flexible savings accounts will increase financial burdens for many Emory employees.

We strongly encourage you to continue to advocate against the repeal of Sections 117(d) and 127, to oppose the excise tax on university endowments and the repeal of tax-exempt bond financing, and to oppose the limitation of deductions for high medical expenses and the elimination of dependent care flexible savings accounts in the reconciled version of the Tax Cuts and Jobs Act.

Thank you for your service for the people of Georgia. If I can answer any questions or provide any additional information, please feel free to contact me.

Sincerely,

Henry Bayerle, hbayerl@emory.edu (770) 784-8421  
President, Emory University Senate  
Associate Professor of Classics, Oxford College