Building Community: Creating Partnerships

Employee Council Meeting
January 17, 2007 at 12:00 Noon
Faculty Office Building, Room 101
Grady Campus

ATTENDANCE

PRESENT:
Berky Abreau       Matt Englehardt       Carol J. Nichols
Yaffa Adiri        Betty Goetz          Susan Ratliff
Yasmin Ali         Katherine Hinson     Audrey Turner
Laurie Asherman    Marsha Ann Howard    Linda Sheldon
Sharon Ashley      Sandra Kerry         Trish Solomon
Jamila Garrett Bell Ed Koffsky          Stephanie Stephens
Melissa Blackmon   Missie Martin        Robin Worthy
Margaret Clawson   Bill McBride
Ruth Commodore     Sian Morgan
Jackie Culliton    Iruka Ndubuizu

ALTERNATES PRESENT:
Karen Hall         Cecelia Pike

EXCUSED:
Chris Alexander    Cheryl Elliott        Jane Lawson
Felicia Bianchi    Alex Escobar          Nina Long
Kathleen Brennan   Darlene Hayes        Margaret Matkins
Patricia Chebat    Joyce Jaleel          Joanne Rackstraw
Susan Doherty      Kenny Kelly           Meta Ruckstuhl
Carol Duncan       Linda King

ABSENT:
Louis Burton       Anthony Williams       Diana Wilson
Glenda Stewart     Brenda Wilson
Welcome
Introduction of Guest Speakers
President, Linda Sheldon welcomed everyone to the meeting and introduced guest speaker, Dr. William R. Sexson, Associate Dean for Clinical Affairs at Grady, to discuss the Emory Grady Relationship.

Grady Update

Dr. Sexson started by giving a brief history of Grady and its 150 year history of medical education on this site. His talk stressed the importance of Grady to the community and how vulnerable it is at this time. Forty percent of Grady’s patients have no funds at all and Grady’s best paying patients are Medicaid patients, making it very difficult to operate financially. Grady has many unique features which are very important to the Atlanta region, including its Level One Trauma Center and its burn unit among many others. Medical education is probably the main significant aspect of the connection to Emory. Grady’s features attract top quality residents. Twenty five percent of Georgia’s doctors train here and Grady could/should be an essential part of meeting Georgia’s projected serious physician deficit. On any day about 1000 Emory employees and trainees work on the Grady Campus. There has also been a partnership with Morehouse School of Medicine since 1994, with Morehouse providing about 20% of patient care and Emory providing 80% of patient care. Politics and money are a constant issue. Over the past 4 years, the amount owed to Emory by Grady is generally $25-$45 Million. Grady relies on external funding sources such as contributions from Fulton and DeKalb Counties, DSH, UPL and patient care grants. The counties support has declined since 1992 despite rising costs and population. You are encouraged to talk to your county commissioners asking them to support Grady funding. How will Grady survive and how will it affect Emory, Atlanta and Georgia? We can make a difference. Have a positive attitude and be a cheerleader for Grady. We can be advocates as constituents of county, state and federal legislatures. Be aware of opportunities for collaborative research. There is potential to interface throughout the university system. Finally, help to identify philanthropy sources. We must support Grady in order to become the great university laid out in the strategic plan.

Q: Does Emory’s strategic plan address Grady? A: No, it isn’t in the plan.

Q: Don’t other counties use Grady and isn’t funding available there? A: Counties won’t pay since they are getting the service free. Some services are paid as part of a state contracted specialty (like neonatology).

Q: Why doesn’t Grady get state funding? A: We need to advocate for it. Learn who your legislators are – the Medical Association of GA has a link www.mag.org to “find your legislator.” Even 3-5 comments on a topic can make an impact on a legislator. It was suggested that a link be set up on the Employee Council website with suggested verbiage to make it easy for our constituents to contact their legislators.

Q: How can we get other counties involved? A: Write to your state legislator with specific area that needs funding, don’t just ask for general support for Grady. An example could be to ask the state to pay for prisoner care, which is currently not paid for except for 3 out of 80
jurisdictions that use Grady for prisoner care. Another suggestion is to ask your legislator for a mandatory increase in the minimal amount of liability insurance required for car insurance to cover accident victims brought to Grady.

Q: How does Grady deal with the huge increases in malpractice insurance? A: Grady pays for malpractice insurance for its doctors.

Q: There is a need for Grady to improve its image to attract insured patients. Why isn’t Grady a covered physician/hospital for Emory employees to use? A: Good question.

A copy of Dr. Sexon’s presentation is included here:

**Emory Internal Audit – Fraud**

Ellsworth Quinton, Director of University Internal Audit, was introduced as the next speaker. Mr. Quinton spoke to Employee Council last year about the Emory Trust Line. This year, he decided to share with us, as campus leaders, the importance of fraud awareness. All businesses must trust employees to handle operations and this can lead to inappropriate actions. Management must be responsible for being aware of that potential.

Prevalent schemes for fraud include:
- Fraudulent disbursements - payroll (overtime and ghost employees)
- P-card misuse, fictitious vendors
- Inventory – purchasing and receiving
- Cash – petty cash misuse.

Fraud occurs based on circumstances represented by a fraud triangle made up of opportunity, pressure/incentive, and rationalization. Opportunity is the one area management has control over. Management can monitor actions and good internal controls can narrow opportunities. Pressure/Incentive comes from factors such as debt, gambling, life changes, etc. If a person doesn’t share that pressure it will affect actions. Rationalization can result from pressure. For instance, Emory has so much and you deserve more. The dynamics of the fraud triangle can create serious consequences. Management needs to watch out for pressures affecting employees.

Red flags to recognize of fraudulent employee behavior are also indicative or characteristic of what you may consider a hard-working, dedicated employee. Examples of red flags are:
- Never takes vacation or sick leave
- Does it all
- Comes early and leaves late, works weekends
- Submits many “rush requests” for approval
- Unexplained variances
- Provides copies not originals
- No reconciliations
As a leader, educate yourself regarding fraud and learn to use readily available information and reports you have access to. This coupled with the practice of five key control activities outlined below will establish a strong defense against fraudulent opportunity. The five key control activities are:

- Control awareness
- Segregation of duties
- Authorizations and verifications
- Asset control
- Continuous monitoring

As a reminder, the Trust Line number is 1-888-550-8850. If you have any questions, call the Internal Audit office at 404-727-6146 or go to www.emory.edu/iad. Be aware of employee’s actions and let them know you are watching. If you and they are aware, you may be able to help them or can monitor their activities. Please spread this information. A copy of Mr. Quinton’s presentation is included here.

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OLD BUSINESS

The December minutes were approved.

Treasurer's Report
No treasurer’s report.

NEW BUSINESS

The group did not break into caucuses due to time constraints.

Committee Chair Updates:

Membership:
New members Yaffa Adiri and Sian Morgan were introduced.

Communications:
Katherine Hinson reported that the Town Hall Meeting is coming up on February 28. She’ll send out flyers and info and it will be in the Emory Report.

On behalf of Randall Cumbaa, Recruiting Service Manager who was unable to be a speaker today, human resources is now offering “Managing Your Career.” This course consists of four components to help current Emory employees move within the community. It will be offered on a quarterly basis and you can attend all four or a single class. The schedule is available on the HR website.

Staff fest is coming up and Council members are asked to think about how we want to raise awareness of Employee Council at the event. Linda Sheldon requested a volunteer to lead the blood drive.
**Historian:**
Betty Goetz reported the Emory Gives has just wound up for the year. She noted the absence of the thermometer sign indicating progress. That sign was started in 2000. In 2001, more giving options were added as well as a volunteering component. In 2004, Global Impact was added and online donating became possible. 2007 will see even more activity options added, such as the Heartwalk, which are often more popular than giving money.

**Special Issues:**
Iruka Ndubuizu reported no active special issues. Question was asked why doesn’t Grady have an Emory Credit Union ATM? Laurie Asherman had looked into it a few years ago and was told that they needed proof that it would increase their business. It was brought up that Dr. Ethridge is on the Credit Union board, so employee council will approach him about it.

**Strategic Planning:**
Matt Englehardt updated each sub-committee. The Leadership Group is very happy about the new course offering on “Managing Your Career” that Katherine Hinson talked about. Work-Life Balance group is tied to the university work/life balance initiative and will report on future developments. Benefits is pursuing the question of a leave bank

Next month’s meeting will be held at Oxford. Transportation options will be announced.

**Meeting adjourned.**

Respectfully submitted,

Jackie Culliton
Secretary, Employee Council