Building Community: Creating Partnerships

Employee Council Meeting
December 13, 2006 at 12:00 Noon
Jones Room, 3rd Floor Woodruff Library, Room 320

ATTENDANCE

PRESENT:
Adiri, Yaffa  Alexander, Chris  Ali, Yasmin
Asherman, Laurie  Ashley, Sharon  Bianchi, Felicia
Blackmon, Melissa  Brennan, Kathleen  Burton, Louis
Carly, Corletha  Chebat, Patricia  Clawson, Margaret
Commodore, Ruth  Culliton, Jackie  Delbridge, Sonya
Duncan, Carol  Englehardt, Matt  Garrett-Bell, Jamila
Goetz, Betty  Howard, Marsha Ann  Jaleel, Joyce
Kerry, Sandra  King, Linda  Koffsky, Ed
Matkins, Margaret  McBride, Bill  Morgan, Sian
Ndubuizu, Iruka  Nichols, Carol  Rackstraw, Joanne
Sheldon, Linda  Solomon, Trish  Trotman, David
Turner, Audrey  Wilson, Brenda  Wilson, Dee
Woodworth, Karl  Worthy, Robin

ALTERNATES:
Pike, Cecelia

EXCUSED:
Kelly, Kenny  Stephens, Stephanie

ABSENT:
Abreu, Berky  Allen-Henry, Sherice  Cook-Prince, Susan
Crabb, Jennifer  Doherty, Susan  Elliott, Cheryl
Foster, Zandra  Gresham, Brenda  Hinson, Katherine
Johnson, Tawana  Long, Nina  Martin, Missie
Ratliff, Susan  Stewart, Glenda  Bragg, Colin
Tolleson, Kent  Hayes, Darlene  Brown, Jim
Escobar, Alex-PCORE  Ethridge, Bob  Myers, Jill
Williams, Anthony
Welcome
Introduction of Guest Speakers
President, Linda Sheldon welcomed everyone to the meeting and introduced guest speaker, President James Wagner, who was asked to address opportunities for staff to participate in the strategic plan.

Role and Engagement of Staff in Implementation of the Strategic Plan
Emory is in the minority among universities in that few universities have a vision statement and a strategic plan. The vision statement has two functions: 1) Where we are going 2) Day to day help. In other words, the vision statement should point us ahead to what we want to do and then guide us in carrying that vision out.

Emory’s visions statement is as follows:
Emory: A destination university internationally recognized as 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.  www.admin.emory.edu/Vision/vision.html

The strategic plan is the roadmap to reach that vision. The question was asked – what can Emory do that the world cares about and the answer is that we can apply ourselves where there is daylight, or an open need.

We have six special gifts to offer in term of academic initiatives. They are:

1. Religion and the human spirit
2. Race and difference
3. Predictive health and society
4. Global health
5. Neuro-science, human nature and society
6. Computational and life sciences

Some of these initiatives are obviously open while some are more politically sensitive and require courage to deal with them.

Staff intensive components of the master plan include areas such as construction, technology, transportation, sustainability, comprehensive funding campaign. All of these are primarily staff led and driven. They cover big projects and the “little things.” Our principles should determine how we are to do what we do every day. In other words, being a little bit better and trying a little bit harder should not be “belittled.”

The plan must be “owned” by all. We should be doing things because we want and need to do them not because we have to do them.
To elaborate on the vision statement and staff’s part in it, as a destination university, there are daily ways in which staff contributes to making Emory attractive to ourselves and others. These include landscaping making the grounds beautiful showing we care and attracting prospective students, well-maintained facilities invite faculty to come, our tone and manner on the telephone is welcoming, showing respect for our co-workers to create a positive work environment. In regards to being “inquiry-driven”, staff can daily ask why we are doing something and why doing it this way. These questions are as valid in a mailroom as in a cancer clinic. As a diverse community, we focus too much on tolerance. What does it mean to need diversity? We must strive to have input from all directions and from all types of people in order to reach answers that are truly valid. To be ethically engaged, we need to move away from being a collection of people and toward being an engaged community. In working for positive transformation, we should strive always to be “good and great”, meaning valuing the good and being ethically engaged to reach the great.

In summary, the staff fits into the big and the little things that will let us reach the destination university stage.

President Wagner then opened the floor to questions.

Q – In response to a question about the EOP office, Pres. Wagner said that the EOP office has been moved in the past year from the General Counsel’s office due to an appearance of conflict of interest. Dr. Ethridge now reports to the Provost. He still renders opinions. If the situation results in a lawsuit, it goes to the General Counsel.

Q – Any chance of Emory instituting 360° evaluations? Yes, the topic has been discussed and Peter Barnes is looking into it. Don’t know how far away it is to implementation.

Q – Want to understand the logic of a 9 hour work day? Dr. Wagner wasn’t familiar with the issue. The topic refers to not being paid for lunch.

Q – What is the status of the University Senate’s Benefits work? It is on track and a Senate committee is monitoring it. They recently worked on the issue of a portable courtesy scholarship, but found that federal law would count the scholarship as income from the destination university and cut their need based aid. Linda Sheldon will ask the university senate for a progress report.

Q – The employee council has strategic planning committees. Does Dr. Wagner have any tactic suggestions for those committees to get involved? The plan is being implemented by an Implementation Steering Committee lead by Provost Lewis, Dr. Johns and Mike Mandl. Mike Mandl can be approached with ideas. The steering committee then will entertain proposals submitted as “white paper”, for start up funding only.

Q – Any updates on the Work/Life Initiative Task Force? Rosemary Magee and Peter Barnes keep him updated but he’s not sure when a report will be released. Jackie Culliton said that a report possibly will be released at the end of the spring.
Parking Issue

Linda Sheldon asked the Council to divide into small groups and pick a stenographer. Groups were asked not to vent but to identify gaps in the parking changes that need to be addressed and then suggest possible solutions. Linda will collect and synthesize each group’s efforts and submit a report, first to the employee council members to ask for comments and then submit it as a white paper to Laura Ray and the alternative transportation office. EC members are asked to encourage their constituents to use alternative transportation and to be vocal about their experiences on the website. http://www.epcs.emory.edu/alttransp/index.html

Faculty Staff Assistance Program Health Initiatives

Linda Sheldon introduces Eddie Gamill, Wellness Coordinator, Faculty Staff Assistance Program.

Wellness Center goals for this year include:

Work Life Balance Initiatives

- Stress Management Workshops
- Work Life/Balance Workshops
- Parenting Education
- Life Transition Sessions
- Singles Workshop

The Center had a 40% health promotion and wellness utilization rate for a 13% increase over last year. This success rate was achieved through collaboration with other areas such as the Rollins School of Public Health, participation in Staff Fest, and a record number of flu shots in 2006.

They want to increase the variety of programming such as dance classes and walking groups, with greater ability to do it at work. Keep in mind that the 45 minutes of suggested daily exercise does not have to be done consecutively.

Two self service blood pressure kiosks were installed in September, 2006, at the Campus Services Employee Break Room, Human Resources 1762 Clifton Road. It has had 1103 participants in 1 month trial period. The Center wants them to be used and used often and asks for comments and feedback. They want to expand it to include educational opportunities related to Heart Health, Hypertension, nutrition, and exercise. This is the first attempt to help people manage their own healthcare.

The “Step up Emory” program is in place to encourage people to take the stairs. It will be a springboard for other health initiatives in the future.

The programs fiscal year 2007 Goals:

- Increase HP&W programs at work: “STEP UP” Project, BP awareness campaigns
- Blood Pressure Screenings in the workplace with education, prevention, nutrition, and management
- On-Line Health Risk Appraisal Project
- At-Work programs with “fun” and “fitness” elements

All the programs are on the website where the flyers are also available. http://emory.hr.emory.edu/fsap.nsf/title/Health+Promotion++&+Wellness+.opendocument
Healthy Holidays and a Healthy 2007
Eddie Gamill introduced Blair Giles, Wellness Specialist, a new FSAP employee with expertise in nutrition among other things. Holidays center on food and the average American gains five pounds during the holiday season.

Tips for Maintaining Weight are:

• Do not try to diet – forbidding yourself something creates cravings
• Pay attention to portions – take small portions of what you love and skip other things, don’t pile up your plate or go for seconds, spread meals out over the day
• Do not go to parties hungry – have a small, healthy snack before you go, socialize away from the buffet so that you don’t eat unconsciously
• Limit high calorie drinks
• Make substitutions – focus on fruits and vegetables, when baking use lower fat milk, use applesauce instead of oil.
• Do not give up – overeating one day does not make you gain weight, so don’t deprive yourself on a holiday but watch what you eat around the rest of the season. Overeating for SEVERAL days causes you to gain weight. Return to regular eating habits after the Holidays.

OLD BUSINESS

The November minutes were approved.

Treasurer's Report
Linda Sheldon reported that the budget currently stands at $3360 and is on target. Linda thanked Linda King for the good lunches this year and for working to reinstate the Executive Park Shuttle service. New council members who are not getting emails from the listserv are asked to email Stephanie Stephens, Membership Chair, sstephe@emory.edu and inform her of the problem.

NEW BUSINESS

The group broke into caucuses and reconvened.

Committee Chair Updates:
Historian:
Betty Goetz reported a humorous story, related to our constant requests for more advanced technology, from the Campus Report, March, 1966. A secretary in the Geology Department spotted an ad which stated that “everyone who can type can afford a new electric typewriter”. (She had been trying to get an electric typewriter for 6 years). In impulse she clipped the ad, underlined and circled it, signed it and sent it interoffice to then Dean of Emory College, John Stephens. His response was:
How handsome is the Royal ad!
And isn’t it ironic,
That for a Regal friend like you,
We lack a new Ultronic.

But handsome is as handsome does,
And you are so efficient,
That even writing with a quill,
You’d never be deficient.

But do not give up all your hopes;
At least for cutting stencils,
We have improved from former days
When all we had was pencils

So set your jaw and forge ahead,
Toward Emory’s bright, new day;
Then maybe writing will be done
In the electric way.

Special Issues:
Iruka Ndubuizu reported one issue that has been raised is the lack of food services available at the Briarcliff Campus. The group will look into having that included in campus plans.

Strategic Planning:
Leadership Group: Bill McBride said the group is exploring having the HR representatives for the different areas to promote career ladder potential. Also want career counseling inks available to staff.
Work-Life Balance: Jackie Culliton states that surveys will be going out to staff about flexible work arrangements. Encourage your constituents to go to the online forum and participate. The link is https://www.admin.emory.edu/StrategicPlan/WorkLife/
Benefits: Ed Koffsky will report next month.
A question was asked of Matt Engelhardt – on status of Ombudsman for employees. Bill McBride’s Leadership Group is looking at what other universities do in terms of an employee advocate program as a start. Patricia Chebat said that the business school has a person in that role and they could possibly serve as a model for the rest of the university. Issues were raised about clarity on grievance procedures and concerns about confidentiality.
Matt Engelhardt said that by March or so each group is asked to have a focal topic, gather information from peer universities, decide who to direct the issue to about their issue.

Meeting adjourned.

Respectfully submitted,

Jackie Culliton
Secretary, Employee Council