Building Community: Creating Partnerships

Employee Council Meeting
March 21, 2007 at 12:00 Noon
Yerkes Primate Center

ATTENDANCE

PRESENT:
Yaffa Adiri          Betty Goetz
Chris Alexander     Sandy Kerry
Yasmin Ali          Linda King
Laurie Asherman     Ed Koffsky
Sharon Ashley       Missie Martin
Jamila Garrett Bell  Bill McBride
Melissa Blackmon    Sian Morgan
Kathleen Brennan    Iruka Ndubuizu
Louis Burton        Carol Nichols
Patricia Chebat     Joanne Rackstraw
Margaret Clawson    Susan Ratliff
Ruth Commodore      Linda Sheldon
Jackie Culliton     Stephanie Stephens
Susan Doherty       Audrey Turner
Carol Duncan         Brenda Wilson
Matt Englehardt     Dee Wilson
Alex Escobar        Robin Worthy

ALTERNATES:
Rashidat Ayantunti  Dwight Raby

EXCUSED:
Berky Abreau         Joyce Jaleel
Felicia Bianchi      Jane Lawson
Darlene Hayes        Margaret Matkins
Brenda Gresham       Meta Ruckstuhl
Lynn Harwell         Judy Shema
Katherine Hinson     Trish Solomon
Marsha Howard        Glenda Stewart

ABSENT:
Cheryl Elliott       Nina Long
Kenny Kelly          Anthony Williams
Welcome
President, Linda Sheldon announced the need for nominations for next year’s Employee Council offices. A reminder email will be sent with the nomination form. If you aren’t able to confirm that your nominee will accept the nomination, the executive committee will follow up.

Introduction of Guest Speakers
Linda Sheldon welcomed everyone to the meeting and introduced the three guest speakers.

Yerkes National Primate Research Center: Lisa Newborn, Chief, Public Affairs, welcomed us all to Yerkes and gave an overview of Yerkes, which is the oldest of eight national primate research centers. It is one of only two of these centers with on site imaging capability. Yerkes recently celebrated its 75th anniversary. It was founded in 1930 by Dr. Robert Yerkes, acquired by Emory in 1956, and moved to Atlanta in 1965. Yerkes is organized into five divisions: Microbiology and Immunology; Neuroscience, Psychobiology, Sensory – Motor Systems, and Research Resources. The 25-acre main center is at Emory’s main campus and a 117-acre field station is located in Lawrenceville. The center houses six species of animals: rhesus macaque, pigtail macaque, chimpanzee, sooty mangabey, capuchin, and rodents.
Q: Is security an issue with animal rights groups? A: They try to be proactive and share information among the national centers to head off problems. Lisa praised Emory’s security department for their work.
Q: What happens to the aging primates? A: “Chimp Haven” was created for the centers to retire aging primates. They will also do further research on aging.
Q: How do the Yerkes employees feel about how they fit into the broader community of Emory? A: The current director, Dr. Stuart Zola, is trying to open up to the Campus and the broader community. He has started a both a speakers bureau and programs for high school students. The website has recently been re-launched as well.

Emory Campus Security: Craig Watson, Chief of Police, has been at Emory for more than 28 years and has been the Chief of Police for 12 years. He gave an overview of his department, which is a state certified police agency with the same authority as any other police department. Their jurisdiction can reach 500 yards beyond Emory property. In addition, all the officers are authorized as deputy sheriffs. The department covers Emory main campus and Oxford, operate a dispatch center, responsible for fire safety, have a student police cadet group, and an all student volunteer EMS first responders. The police department exceeds national averages for minorities and female staff numbers. They average 17 years experience at Emory. The department is part of campus services and is divided into four divisions: Police Services, Special Services, Fire Safety Division, and Oxford College Division. Fire safety programs can be scheduled through Human Resources. Emory has policies and procedures, such as evacuation and communication, in place to respond if needed to a major crisis. An Emergency Resource Guide is available in PDF form on the website. Other services include dignitary protection, emergency planning for the study abroad programs, and working closely with other groups such as the Clifton Corridor Security Group. The Community Relations Program has annual events like Crime Prevention Month, Domestic Violence Prevention Month, Bicycle Rodeo, and Shop-with-a-Cop Program. Ongoing programs include: general crime prevention and personal safety presentations, which they are happy to do for any size group; fire safety presentations; child passenger seat program to show how to properly install the seats; PRIDE or parents reducing incidents of driver error, for parents of new drivers.
Q: What happens with abandoned bicycles? A: the department doesn’t have enough storage space. Campus housing tried to take them, paint them yellow & offer them for free use but they were all stolen.

Q: Any new information about the recent incident when a student was robbed? A: Violent crime is very rare on campus but we aren’t immune. Emory averages about 3 violent crimes each year. Fortunately the student wasn’t injured and the suspects were located through quality joint effort with the Atlanta and Dekalb PDs. Everyone should remember to stay aware of their surroundings.

Watch our for “office creepers” who steal by knowing the obvious places people will keep purses in or under desks and wallets left in lab coats – don’t leave valuable personal items unattended or in unlocked offices.

For emergency assistance, call 911 from any campus phone or 404/727-6111 from a cell or non-Emory phone. The blue-light call boxes and elevator phones reach the police department also. Other services are reached by calling 404/727-6115 for the business office, 404/727-8005 for non-emergency 24 hour service.

Q: Is Wesley Woods covered by Emory PD? A: No, is under a contract service. Other areas under a contract service include the Library, Carlos Museum, and Emory Healthcare.

Q: In the past, the police turned off lights to save energy in buildings. What happened with that service? A: Not done now because there are too many buildings for the staff to cover and so much research is taking place the need the power to be on.

Q: Any plans to control speed on Clifton Road? A: The Master Plan will redesign the road which will help control speed. A group is working on a pedestrian safety initiative and speed issues.

Q: Has the department ever considered offering interactive self-defense classes? A: Other groups on campus bring people in to do that training so the police department doesn’t feel the need to duplicate those efforts.

The department has purchased two segways to help with non-vehicular coverage of the inner core area of campus.

Chief Watson encourages all to take advantage of the services offered to the community.

**Step up Emory:** Eddie Gammill, Wellness Coordinator with the Faculty Staff Assistance Program, announced the launch of “Step up Emory”, an umbrella for several programs. The first initiative is encouraging employees to use the stairs. Pockets of exercise, in 10 to 15 minute increments, can add up to reach the recommended 45 minutes of daily exercise and can be achieved while at work. All employees are going to receive a pedometer. Future “steps” initiatives include health risk appraisals this summer, followed by nutrition programs, and lastly an expansion of prevention campaigns such as flu shots and mammograms.

Q: Any effort being made to offer healthier options in the vending machines? A: The program offers steps to educate individuals of their options. It is up to them to make choices.

Q: Any discussions with Sodexho, including what is available when the students aren’t on campus? A: FSAP is working with the Office of Sustainability on nutrition issues.

Katherine Hinson will send the council this presentation with Eddie’s contact information. He said that everyone is welcome to ask any questions. Eddie ended by encouraging us all to “own our stairs” – meaning that each building can devise ways to make stairs more appealing and encourage their use.
OLD BUSINESS

The Minutes for the February 21, 2007 meeting were approved with corrections.

Treasurer's Report
Chris Alexander reported that the budget currently stands at $2284.25.

Introduction of New Members
New member Margie Varnado, new Graduate School representative, was introduced. She replaces Trish Solomon.

NEW BUSINESS

Let Iruka Ndubuizu know if you need nomination forms for 2007-2008 Employee Council officers and send those nominations to Stephanie Stephens by next month’s meeting.

Committee Chair Updates:
Historian:
Betty Goetz shared some of the lesser know events in the history of Yerkes. In 1966, 3 monkeys were put on an island on Candler Lake in Lullwater. But they kept escaping. The 1970s and 1980s Yerkes had community open houses at the main facility and you could visit to watch the monkeys play on a playground. The Atlanta Zoo, in 1988, got a boost by receiving three gorillas from Yerkes, which led to the zoo enlarging the gorilla habitat. The zoo was also given nine orangutans. At one time, spider monkeys were being transferred into cages & twelve escaped in the basement of the Woodruff Health Science Building. It was a challenge to capture them again! On the current Yerkes brochure, you see two animals being held by Dr. Yerkes. Now the staff uses extensive protective gear to handle the animals. Times have definitely changed!

The council broke into groups for caucuses, followed by further committee reports.

Linda Sheldon reported that former EC president, Susie Lackey, will be at the last meeting of this year before she retires. As a final contribution, Susie has worked to ensure that retirees can keep their Emory email addresses, thus being able to continue communicating with co-workers and friends.

Strategic Planning:
Ed Koffsky will put together a Benefits summary for the next meeting. The Leadership Group is following up on two ideas – Ombudsman, for which they will put together a questionnaire for next month in order to get feedback, and the Career Ladder, to have new hires be given clear ideas of paths for advancement. The idea was proposed to have a university wide job fair that possibly could be sponsored by EC. The Work/life Balance initiative sent its survey to all employees, data results have not been released, and focus groups start soon.
Communications:
The Town Hall, February 28, was a huge success. Thank you to Linda King for all her hard work. Staff Fest is on May 18 and volunteers are needed.

Membership:
Stephanie Stephens asked that all members gather the names of your alternate, so that the roster can be updated.

Special Issues:
Iruka Ndubuizu said an issue had been raised about use of sick leave for immediate family. Emory’s definition of immediate family covers spouse/partner/children/parents/ and those that live with you. The committee will look into what other school’s policies cover to see if that definition can be expanded.

Louis Burton reported that the Mentorship formal program in HR started March 10. The School of Medicine is starting an informal pilot program with groups of five members in “Circles” of mentorship. He also reiterated the need to pursue informing staff of career ladder opportunities.

Announcements
The next meeting will be April 18, 2007, Jones Room, Room 320, Woodruff Library.

Meeting adjourned.

Respectfully submitted,

Jackie Culliton
Secretary, Employee Council