Building Community; Creating Partnerships

Employee Council Meeting
September 20, 2006 at 12:00 Noon
Jones Room, 3rd Floor Woodruff Library, Room 320

ATTENDANCE

PRESENT:

Abreu, Becky    Alexander, Chris    Ali, Yasmin
Asherman, Laurie Blackmon, Melissa Burton, Louis
Clawson, Margaret Commodore, Ruth Culliton, Jackie
Doherty, Susan  Duncan, Carol  Englehardt, Matt
Escobar, Alex (PCORE) Ethridge, Bob Garrett-Bell, Jamila
Hinson, Katherine Howard, Marsha Jaleel, Joyce
Kerry, Sandra King, Linda Koffsky, Ed
Long, Nina  Matkins, Margaret McBride, Bill
Myers, Jill  Ndubuizu, Iruka Nichols, Carol
Rackstraw, Joanne Sheldon, Linda Stephens, Stephanie
Solomon, Trish Stewart, Glenda Wilson, Brenda
Worthy, Robin

ALTERNATES:

Jackson, Linda  Johnson, Tawana

EXCUSED:

Bianchi, Felicia Chebat, Patricia Doherty, Susan
Elliott, Cheryl Goetz, Betty Kelly, Kenny
Martin, Missie

ABSENT:

Williams, Anthony

Past President, Louis Burton welcomed everyone to the meeting and introduced the guest speakers – Mr. Mike Mandl, Dr. Bob Ethridge, Ms. Jan Gleason and Ms. Ellen Dracos Lemming.
New Parking Policies

Mr. Mandl, Executive VP for Finance and Admin, gave a presentation on Emory’s new parking policies. He was hesitant to talk to the Council about the new parking rates because he could only be at the meeting for 30 minutes. He, however, felt that it was important to continue the communication he’s had with the council in the past 14 months about parking. According to Mr. Mandl –

- The fundamental decision to raise parking fees and stop the university subsidy has already been made, so it’s fair to share what has been decided that won’t change.
- He will spend more time on issues that can be tweaked or molded.
- The President and his Cabinet had a lot of discussion on the topic before they reached a decision in May 2005. The decision came after a year of seriously thinking about this and fully anticipating what the reaction will be. They weighed all of that and outlined some principles they are willing to stand on (stick with).
- The decision is not about parking. It’s about the Clifton community, providing economic and efficient use of time options for employees to get to work, and building a vibrant community.
- They came about the proposed change by looking at the cost of parking for staff, the lots and the parking decks. The analysis showed that it costs about $600 per year for an employee “parker”. Employees pay an average of $340; Emory subsidizes the rest which is about $1.5m from the employee benefit pool. None of the payment was being used to source other forms of transportation. The idea is to remove the subsidy from parking and place it in the transportation system.
- Three big complaints/concerns came about as a result of the increase:
  1. 50% increase in parking is a burden for some employees
     - Plans have been made to have a 3 year transition for all employees that make less than $30,000 a year. They will get a $300 check on February 1, 2007 to offset the parking fees. The 2nd year, they’ll receive a $200 check and the 3rd year $100. No payment will be made in the 4th year. For employees making $30,001 - $40,000, they will receive $200 on February 1, 2007 and $100 the 2nd year.
  2. What if people leave Emory because of this?
     - They have looked at the cost of parking for other employees. About 18 colleges in the country charge more than $600 for parking. Locally, majority of the employers in metro Atlanta charge more, with the exception of hospitals.
  3. Is this the first of many large increases?
     - They don’t anticipate anymore increases other than inflationary increases through 2015. He suspects that there will be 2 – 4% increases for the next 8 years. Emory is not trying to make money from parking or build more parking decks.
- We are not telling people not to drive to campus. People are free to drive but the hope is that transportation will be easier so employees do not have to drive if they don’t want to as gas prices rise.
- In closing, Emory is committed to the change going on in the transportation system. They are getting data to make the right decisions. Some buses have counters. A Park and Ride lot recently instituted at North Dekalb Mall now has about 150 cars. The new rate will go into effect on February 1, 2007.
New Members Welcome
Dr. Bob Ethridge, VP of Equal Opportunity Programs, welcomed everyone to the Council particularly the new members. According to him, we are part of history in the making because there are a lot of things going on now at Emory. He thanked everyone for being involved in the Council and reminded us that we will have the opportunity to hear from various speakers, we are doing significant work here and without us it will not run so smoothly. He also said the Council is talking about building community so we can interact with each other both pleasantly and unpleasantly and know that we have the wherewithal to get through it. EOP will continue to support the Council financially. In conclusion, he reminded us that we have great leaders and in working together with the leadership, the Council will have an outstanding year.

Marketing
Ms. Ellen Dracos Lemming, VP of Marketing, explained she was hired by President Wagner and the Board of Trustees because most people did not know about Emory. She asked a lot of people what made Emory so great and special and received different answers. This makes it hard to market Emory.

Jan Gleason, Associate VP, Public Affairs, gave a presentation titled “Emory University: Capturing Emory’s Essence Through the Master Idea”.

- Why now? Emory is a great place with so many disparate parts. With the Strategic Plan, it became necessary to develop a shared idea.
- What is the Master Idea? This was created by Brighthouse. It has the power to align Emory under a community identity. The Master Idea sits on top of the Strategic Plan and emerged from a thorough exploration of Emory through interviews.
- Five (5) themes run through the Master Idea
  i. Courageous Beginnings
  ii. Preparing Citizens – believes education should mold both character and mind and make our students responsible citizens.
  iii. A Moral Obligation – true to its Methodist origin.
  iv. A History of Gift and Privilege – Candler Hall, the Woodruff gifts, etc.
  v. A Prudent Heart – culture of prudent conservatism.
- Emory should be known as a place we are doing well but we should also do good. To whom much is given, much is expected. Much is expected of Emory both individually and institutionally.
- The Master Idea is “USE YOUR GIFT”. It is not a tagline but a concept.
  o USE – a directive to put into action or service.
  o YOUR – statement of individuality and institutional ownership.
  o GIFT – reminder of the endowments, abilities, talents. Not about money.
- We are a private institution for the public good. Our students do well but they also do good. Emory ran its first national ad ever this summer in the U.S. News & World Report. HR is working on ways to incorporate this for staff. There are incredible opportunities for staff at Emory. We need the Council to represent Emory well.

OLD BUSINESS

The June minutes were approved.
Treasurer's Report

Chris Alexander reported that we have $5,000 in our budget.

NEW BUSINESS

Louis announced that Ron Gaitlin is no longer with Emory. The President-Elect, Linda Sheldon will be stepping in as President. This leaves a vacancy for the President-Elect position which has a 3 year commitment – President Elect, President and Past President.

Introduction of Executive Committee

The Executive Committee introduced themselves to the Council:

- **Officers:** President-Elect, Linda Sheldon; Past President, Louis Burton; Secretary, Iruka Ndubuizu; Secretary-Elect, Jackie Culliton; Treasurer, Chris Alexander; Historian, Betty Goetz; Parliamentarian, Linda King.

- **Committee Chairs:** Membership, Stephanie Stephens; Communications, Katherine Hinson, Strategic Plans, Matt Engelhardt; Special Issues, Linda Sheldon.

All the members also introduced themselves. Louis called for volunteers to serve as Senate representatives.

President’s Speech

The new President, Linda Sheldon, talked about the mission of the Employee Council. The Council was established 36 years ago to facilitate communication between employees and the administration and to act as an advisory body to the President. We have a very vital role to play, not just to staff but also the leadership. Council members’ role is to communicate to their constituents. She hopes we will experience transformative leadership. Take a look at our shared vision and translate it to a level of meaning for staff. We need to deliver value, integrity and trust. She also urged members to joint at least one Committee in the Council.

Meeting adjourned.

Respectfully submitted,

Iruka Ndubuizu
Secretary, Employee Council