Employee Council General Meeting Minutes
April 16, 2008
12:00 p.m. – 2:00 p.m.
Grady Hospital

Attendance:
Member Attendees:
Adiri, Yaffa; Asherman, Shira Malka; Ashley, Sharon; Blackmon, Melissa; Bragg, Colin; Brennan, Kathleen; Brownsberger, Shelly; Dobbs, Ashante; Duncan, Carol; Engelhardt, Matt; Howard, Marsha; Kerry, Sandy; Long, Nina; Luehrs, Karen; Morgan, Sian; Murray, Margaret; Ndubuizu, Iruka; Rackstraw, Joanne; Sheldon, Linda; Stanfield, Frances; Varnado, Margie; Woods, Tracy; Worthy, Robin.

Alternate Attendees:
Doherty, Susan

Excused Absences:
Ali, Yasmin; Bryant, Cindy; Chebat, Patricia; Derry, Michael; Goetz, Betty; Hinson, Katherine; King, Linda; McBride, Bill.

Welcome
President Iruka Ndubuizu welcomed all members to the meeting and introduced today’s speakers - Dr. William R. Sexson, Assoicate Dean for Clinical Affairs, EUSOM, and Louis W. Sullivan, Founding Dean & 1st President of the Morehouse School of Medicine as well as a member of the new Grady Hospital Board.

Dr. Sexson, M.D.
Welcomed us to Grady Hospital and said how wonderful it is to work down on the Grady Campus, which is a unique place to work. At Grady, the hospital staff is able to provide patient care to people who wouldn’t receive it otherwise while providing important education to medical students.

Dr. Sexson was proud to introduce Dr. Sullivan to us, who is a member of the new Board responsible for running Grady. The Board will be focusing on improving the capital budget and hopefully the operating budget too. Sexson took some time to speak about Sullivan’s accomplishments during his career.
In the late 1980s and early 1990s, Sullivan was the Secretary of the US Department of Health and Human Services. He was responsible for the implementation of requiring dietary information (fat content, calories, etc.) on all food labels, and he set a goal of a 90% immunization rate among children under 2 across the US. This is an ongoing project in some states, and Sexson felt that this reflects Sullivan’s leadership abilities – that he set goals tough enough to take decades to achieve.

Dr. Sullivan, M.D.

Sullivan began by indicating that it is great to reestablish his working relationship with Dr. Sexson.

Sullivan was actually born himself at Grady - his father was selling insurance at the time (during the Depression) but no one was buying. Grady has a very special place in Atlanta and in Georgia. Sullivan assured us that he will work to ensure the success of Grady because of its importance.

Sullivan then introduced his topic for the day: the Grady-Morehouse relationship. If Grady were to suddenly disappear, there would be a health crisis in Atlanta and Georgia. The hospital has a positive sentiment in metro Atlanta and GA, but he doesn’t believe people realize its full importance.

The Morehouse School of Medicine as founded in 1975, and Sullivan was its first Dean. Morehouse is a college that founded a medical school – something unique to Morehouse, as usually only universities have medical schools. And many universities shy away from opening medical schools because they are expensive and the faculty needs lots of space. One of the major reasons behind why Morehouse was able to open a medical school was the funding that was made available at the federal level to schools for scholarships and start up costs – the government was attempting to increase the number of trained doctors available to serve the health care needs of the nation. Morehouse was one of the 46 new medical schools founded in 1975.

Morehouse’s relationship to Emory started right from the beginning – Emory provided experienced faculty as liaisons and advisors. Emory made its support of Morehouse clear in 1973 when the Chairman of the Board of Trustees signed a contract stating that all of Morehouse’s graduating 2nd year students could continue on at Emory for their 3rd and 4th years. (The Accreditation Board’s new ruling required that all new medical schools needed to be four-year institutions.) This contract was a temporary solution until Morehouse became a four-year medical school.

Emory faculty members were very helpful in setting up the Morehouse medical school – if they did not immediately know the answers to the questions about admission standards, graduation standards, evaluation, curriculum, etc., they would
take the questions back to other Emory faculty and administrators and then return with the answers.

The first class was admitted to Morehouse Medical School in 1978. By 1980, Morehouse had developed a plan to become a 4-year institution, in 1981 the medical school became independent of Morehouse College, and in 1984 the 4-year clerkships were development.

One of the reasons the development of the medical school was such a torturous process was the existence of the Atlanta University Center (AUC): 6 schools in the Metro Atlanta area joined together to offer more programs, and in the bylaws they created, it said that Atlanta University was to be the only provider of graduate programs. A proposal was brought to the AUC for a new medical school. The proposal included the following information:

- Georgia ranked 38th out of all of the states for the number of physicians per capita
- More Georgians were going to medical school than the two medical schools could accept
- Only 2% of physicians were black

Atlanta University decided not to pursue this opportunity – Morehouse College President, Hugh Gloster, indicated that Morehouse would be interested in starting a medical school – none of the other institutions objected.

Morehouse Medical School was to become independent of the College so that Morehouse would not be violating any of the AUC’s bylaws. Once established, Morehouse Medical School also joined the AUC.

Dr. Sullivan then spoke a little about the future of health care. He feels that Atlanta has a very bright future as a health center. It has 2 medical schools, Morehouse graduates are distinguishing themselves around the world, and the Center for Disease Control is located here. Sullivan also feels that there needs to be another period like the 1950s-80s with robust growth in medical institutions – to increase the number of nurses and doctors, to open more medical schools.

Atlanta is one of the finalists for the National Health Museum, which would focus on improving health literacy. Sullivan attempted to show the promotional video about the Museum, but the sound system in the room wasn’t functioning properly. Instead he told us a little about the museum and its status. The Museum is the initiative of the former Surgeon General C. Everett Koop, and Sullivan is the Chairman of this effort. The museum was supposed to be located in Washington, DC, but they were not able to find land at a reasonable price. Thus, they are looking into other cities and have narrowed the list to 5, including Atlanta. Ideally, the museum would be located near the aquarium. The museum is expected to receive 1.3-1.5 million visitors per year, based on a report done by a consulting firm, which noted that
many health-related conferences are held in Atlanta every year. This museum would help Atlanta become an even more prominent health center.

Questions:

1. One council member asked about the funding for the museum. Sullivan responded that they are currently looking into funding with the Mayor, local governments and the Chamber of Commerce. They would also seek philanthropic support.

2. Another council member asked about the expense of the project. Sullivan responded that it is expected to cost $290 million for the 190,000 square foot complex. They are looking into the possibility of having the land donated.

3. A third council member indicated that she is not feeling optimistic about the health care situation in the country, due to the change in the US administration in 2009. She asked what Sullivan’s thoughts were on the topic. Sullivan responded that he is optimistic – the focus on health care comes in cycles, and the last time the focus was on health care was in 1992-94. Governor Clinton was successful in stating the need for a focus on health care. Unfortunately, the reforms were drafted by a large, secret committee, which failed to include several important stakeholders such as the American Medical Association and insurance companies. As a result, the committee created its own immediate, powerful opposition, which was strong enough to defeat the reforms recommended by the committee.

   Since that time, not a lot has happened in terms of health care reform, but Sullivan feels that it will be addressed again in about a year. He feels that a lot was learned from the mistakes made in 1993, and the crises in health care are large enough to warrant change.

4. Another council member stated to Dr. Sullivan concerns about the lack of support at the state level for Grady. She was concerned that the new Board will raise corporate funding for Grady, but that will leave state and local counties feeling that they do not need to pay for services for their residents. Sullivan responded that the Board has met only twice so far, and so they haven’t addressed this point yet. They will go and speak to corporate leaders, and he feels that they also have an educational role to play – to inform people about all of the work that is done at Grady – training a quart of Georgia’s physicians and nurses, caring for the poor, and taking care of all car accident victims on Georgia’s interstates. Sullivan is convinced that Grady will get the financial support it needs.
Old Business

Minutes from the 3/20/08 meeting were approved as written.

Kathleen Brennan, Treasurer, reported that some funds have been committed to Staff Fest activities, money was spent on supporting the Town Hall, and there is approximately $2000 left over for a project the Council will support (to be decided today).

New Business

Betty Goetz, Historian, was not able to make the meeting as she is currently on leave.

Iruka Ndubuizu (for Katherine Hinson)
Discussed the upcoming Staff Fest and the Council’s booth. She felt that someone from each subcommittee should cover 1 hour of the 4-hour event. She split the hours up as follows:
  - Membership: 12-1pm
  - Benefits: 1-2pm
  - Communications: 2-3pm
Katherine then asked that each subcommittee email her with the name(s) of the people who would volunteer at the booth.

Katherine also announced that the Council will have an hourly draw with gift cards at Staff Fest.

Iruka Ndubuizu
Provided information about the options the Council has for the extra budgetary funds. The communications consulting project was no longer an option, so the Council had two remaining choices for the funds:
  1. A bench dedicated to sustainability, to be placed somewhere on campus; or
  2. Support a project this summer on sustainability with the Office of Sustainability (Ciannat Howett’s office)

The Council voted: 3 members supported the bench project, while the rest supported the sustainability project with the Office of Sustainability.
Elections

Membership Chair Shira Malka Asherman asked each candidate to introduce themselves and indicate why they feel they should be elected. The candidates all introduced themselves briefly and Council Members had previously reviewed their biographies.

1. Nina Long – candidate for President-Elect
2. Yaffa Adiri – candidate for Secretary-Elect
3. Karen Luehrs – candidate for Secretary-Elect
4. Margaret Murray – candidate for Treasurer
5. Margie Varnado – candidate for Treasurer
6. Robin Worthy – candidate for Treasurer

The Council Members all voted and submitted their votes to the Membership Committee. The successful candidates were as follows:

   President-Elect: Nina Long
   Historian: Betty Goetz
   Secretary-Elect: Yaffa Adiri
   Treasurer: Margaret Murray

Next meeting: May 21, 2008 at Lullwater House, hosted by President and Mrs. Wagner