Welcome

President Matt Engelhardt welcomed all members to the meeting, and introduced today’s speakers: Dr. William Sexson, Associate Dean, Clinical Affairs; Aimee Nix, Assistant Director of Development, Carlos Museum; Jodi Martin, Director of Benefits; and Gary Cruze, Emory Corporate Learning.

William Sexson, M.D., Associate Dean, Clinical Affairs

Dr. Sexson came to update the Council on the changes that have occurred at Grady since our last visit in Spring 2008. One year ago, it seemed possible that Grady would close its doors. It had huge debt, a politically appointed Board which lacked public trust; four to five years had passed with no payments to Emory ($65 million was owed); and there had been no capital investment. There were questions about what Emory would do if Grady collapsed. Today, things are looking much better. There is a 501C3 Board made of knowledgeable business people; Grady has received $200 million for capital investment; Grady has been making regular payments to Emory for 1 year; Emory forgave $20 million of the debt owed by Grady; and a new CEO has taken over the hospital, who has experience managing other hospitals – both a top 50 hospital and one servicing indigent people.

While it may appear that things are going well, Sexson warned that there are still issues. There is a need for legislation to fund a state-wide trauma system (for more information and to sign the e-petition, click here: http://www.GeorgiaItsAboutTime.com). This would ensure that Grady receives $15 million a year for the trauma services it provides. Also, all grant funding has been reduced by approximately 10%, so Sexson proposes that the State legislature should levy higher taxes on cigarettes (to increase it from $0.37 to $1.00 per pack). This would generate an additional $400 million a year.

Question: Last year you spoke about how the payments from the counties are shared between Fulton and DeKalb, but that some counties were not contributing anything for their patients. What is the current status of this?
Answer: This has actually worsened over the past year, as all counties have been subject to budget cuts.

Question: Is there a champion in the legislature for the trauma system and/or the cigarette tax?
Answer: The Speaker of the House had been the champion of the trauma system, but he killed it during the last few hours of the discussion.

Aimee Nix, Assistant Director, Carlos Museum

Aimee Nix shared some information with the Council on the Carlos Museum’s current programming. The King Tutankhamun exhibit is running at the Atlanta Civic Center from November 15-May 25. The Carlos Museum was able to acquire the exhibit because of its permanent Egypt exhibit and the Egyptologist’s relationship with the Egyptian Antiquities Council. The Carlos wanted to host the exhibit, but there was simply not enough room for the 20,000 sqft exhibit. So one of the museum’s Board members, who owns the Civic Center, suggested that it be used one more time for this exhibit before being torn down. The museum does have a collection of photos from Harry Burton, however, who photographed the entire excavation of King Tut’s tomb.

Nix also shared that the discount to Emory employees and staff has been extended through the entire exhibition. Staff should use the code “EMYRF” to receive the $20 tickets on Ticketmaster.com.

Jodi Martin, Director, Benefits

Jodi Martin took a few moments to talk about the best way to prepare for retirement: by investing in the 403(b) retirement plan. Please see the attached presentation for all of the details provided by Martin.

Here are some facts about the plan:
- 2009 maximum plan contribution: $16,500
- Available to: all employees who are over 21 years of age and work 20+ hours per week
- Emory has a matching system when employees contribute:
  - If an employee contributes 1%, Emory matches it with 1.5%
  - If an employee contributes 2%, Emory matches it with 3%

There have been several plan changes throughout the year, e.g. fund additions and deletions, and there will be more changes in April 2009. Please see the newsletter that was recently mailed to you for information on the upcoming changes. The April/May newsletter is also available on the HR Benefits site, located under “Take Action” in the left margin: http://www.hr.emory.edu/eu/benefits/retirementplanoptions/retirementplannewfund.htm.

Martin asked the Council to help get the message out to individuals who are not currently contributing to the plan. The vesting schedule is as follows: for individuals hired after 1/1/2006, the vesting period is 3 years. For those hired before 1/1/2006, it’s 5 years.
Martin also provided some statistics about the people who are contributing to the 403(b):
  Average age: 47
  Participation rate: 79%
  Average years of service: 10.6 years
  Average contribution: 6.64%

**Gary Cruze, Emory Corporate Learning**

Gary Cruze’s topic for the Communications portion of the meeting was telephone etiquette. The phone is a great way to reach out and connect with clients/donors/peers, etc. Gary started out by soliciting some best practices from the group:
  • Return phone calls promptly to either provide the answer/information or to update
    the person on the status of their enquiry.
  • When transferring phone calls, summarize the call for the person answering the
    phone, so that the original caller doesn’t have to repeat their story.
  • Don’t talk over a caller while s/he is still speaking.

There are four steps to a successful phone call:
  1. Demonstrate a positive attitude.
  2. Gather the facts.
  3. Use appropriate words and questions to validate the caller.
  4. Offer solutions and close the call.

*For more information on cross-cultural communication and the course taught at the Center for Lifelong Learning, see the PDF document of Vicki Flier Hudson’s PowerPoint presentation.*

**Old Business**

*Approval of December’s meeting minutes:* the minutes were not posted to the website or distributed by email to the Council, so Matt Engelhardt could not ask the Council to approve the minutes.

*Treasurer’s Report:* Margaret Murray – to date the Council has spent $2182 on food and office supplies; there were no extraordinary expenses in the past month.

**New Business**

*Historian’s Report:* Betty Goetz (see notes at end of report).

*Committee Reports:*
  • Communications: Council members were reminded that the Presidential Town Hall is coming up on February 19.
Historian’s Report from Betty Goetz: History and Impact of Grady Hospital

Henry W. Grady, managing editor for the Atlanta Constitution in the 1880’s, envisioned and actively promoted a “New South” where all could prosper. A year after his death from pneumonia in 1889 at age 39, the Atlanta City Council passed a resolution to build a hospital in his honor. The hospital was intended to provide health care for low income families in Atlanta.

The original hospital opened in June of 1892 with 18 employees and 100 beds, approximately 50 each for blacks and whites. It was a connected series of buildings of which only one remains – the main building now known as Georgia Hall. Patients were transported to the hospital by a rubber wheeled horse drawn ambulance. In 1899 the daily cost for a patient was $1.09. The hospital purchased its first motorized ambulance in 1911. The hospital was built adjacent to the Atlanta Medical College, the early ancestor of Emory School of Medicine, which was located at the corner of Butler (now Jesse Hill Jr.) and Armstrong Streets. Several medical schools opened, merged and closed between 1855 and 1915 when Atlanta Medical College transferred its holdings to Emory University.

Around 1918 the School of Medicine building was converted into a hospital for black patients. Emory leased the building to Grady for $1 a year. Starting in 1921, Emory ran the black hospital, called the Emory Division of Grady Memorial Hospital marking the beginning of the unification Emory service at Grady facilities. Emory medical students and residents did not begin working in the white hospital across the street until 1931 which marked the beginning of the complete unification of Emory services at Grady facilities.

Because of those separate facilities, the hospital was often referred to as “the Gradies”, a name that would stick until desegregation in the early sixties. The present 16-floor facility was constructed in the mid-fifties and experienced an extensive $298 million renovation in the early 90s.

Emory provided substantial support for the creation of Morehouse School of Medicine in the late 1970’s. When Morehouse graduated its first class in 1985, its physicians and students began to share medical responsibilities at Grady.

From the beginning Grady was on the cutting-edge of medical developments in the South. In 1921, a Grady physician performed the first open-heart surgery in Georgia on a patient wounded in a knife fight. In 1923 the world’s first and largest comprehensive cancer center, the Steiner Clinic, was established. It operated for twenty-five years and served as a model for future cancer centers throughout the country. Grady had the only polio center in Georgia and was one of the earliest hospitals to have a dialysis Machine. Other early innovations adopted at Grady included the x-ray machine, diet therapy followed by studies in nutrition research, safe blood transfusions, sulfa drugs, and the establishment of a blood bank. In the 1940s Dr. Eugene Stead helped bring a cardiac catheterization lab to Grady, one of only three such facilities in the world at that time.

Grady now consists of the 953-bed hospital, nine neighborhood health centers, and Crestview Health & Rehabilitation Center. With its nationally acclaimed Emergency Care
Center and Burn Unit, Grady has the only level 1 trauma center in the region and the state’s only Poison Center. Other notable components include the Diabetes Detection and Control Center, Georgia Cancer Center for Excellence, Comprehensive Sickle Cell Center, Primary Stroke Center, Avon Foundation Comprehensive Breast Center, Regional Perinatal Center, Neonatal Intensive Care Unit, and Infectious Disease Program with one of top three HIV/AIDS outpatient clinics in the country.

Grady has over 5000 employees, almost 1000 volunteers and over 700 medical students and residents from Emory and Morehouse and manages 921,000 patient visits each year. As one of the Atlanta’s largest employers, it generates a positive economic impact of more than $1.5 billion a year for the metro Atlanta economy.