Employee Council Executive Meeting
12:00 – 2:00, February 17, 2010
Jones Room, Woodruff Library

Member Attendees
Ashford, Shanessa; Ashley, Sharon; Blackmon, Melissa; Chebat, Patricia; Chokiemski, Toni; Dobbs, Ashante; Duncan, Carol; Duprey, Angela; Englehardt, Matt; Fest, Rachel; Flanagan, Jay; Green, Stacey; Hampton, Percy; Hanson, Jeanette; Hayes, Darlene; Hinson, Katherine; Howard, Marsha; James, Jonette; Jenkins, Maria; Kerr, Sandy; King, Linda; Long, Nina; Mallet, Sabrina; McBride, Bill; Meier, Cynthia; Neufeld, Ellen; Parker, Lisa; Perlove, Jessica; Sanders, Rhoda; Shaffer, Nelson; Stanfield, Frances; Troyer, Kathy; Uher, Ann Marie; Varnado, Margie; Williams, Brenda; Winsett, Dianne; & Woods, Tracy

Excused Absences
Terrazas, Shelly

Welcome
EC President Nina Long welcomed all to the meeting and introduced the speakers – Donna Wong/Multicultural Programs; Karen Falkenberg/Challenge & Champions Summer Camp; Peter Barnes and Del King/Human Resources; Katherine Hinson/Matt Englehardt/Hardship Fund.

Donna Wong /Office of Multicultural Programs & Services (OMPS)
Ms. Wong spoke about The Chinese New Year and the various programs and services offered by OMPS

- The Chinese New Year
  - Held late January – mid February
  - Time for Family Reunions
  - Celebration last 15 days
  - Cleansing of Home
  - Sweep away bad luck
  - Put away knives because the knives “cut into luck”
  - Each child receives a red envelope with $8

- Multicultural Programs & Services
  - Mission is to provide programs and services to encourage intercultural collaboration
  - Signature Programs
    - Mentoring Programs
    - Freshmen Crossroads Retreat
    - Crossroads Two Retreat
    - Advising & Advocacy
  - Diversity Training – Awareness = Knowledge + Skills
    - PACE Workshops (Freshmen Seminars)
    - Diversity 101
    - Residence Life
    - Race & Representation Worships
    - Co-Sponsorships
  - Supporting Initiatives
    - Issues Troupe
    - Speak Up
    - Unity Month – November
      - Increase our sense of belonging at Emory
      - Create safe but challenging place
      - Create shared experiences
      - Wonderful Wednesday
      - Culture Beats Show
      - Co-sponsored cultural panel food tasting and arts
      - Unity Ball

- Collaborations
  - Admissions
  - Career Services
  - CIPA
  - College Office
  - Office of Community & Diversity
  - President Commissions
  - University Senate Diversity Sub-Committee

Karen Falkenberg / Challenge & Champions Summer Camp
Ms. Falkenberg spoke about the Challenge & Champions Summer Camp Program
- Designed for Upcoming 6th – 8th graders
- One of Top 10 Summer Learning Programs
- 10% discount for Emory Faculty & Staff
- Scholarships are available and due before May 1

Katherine Hinson & Matt Engelhardt / Hardship Fund
Ms. Hinson and Mr. Engelhardt spoke about the Hardship Fund.
- Employees may contribute via Payroll Deduction or a one-time donation
- Funds will be available as soon as x amount of dollars have been raised
- Visit www.hr.emory.edu/hardship for information

Peter Barnes & Dell King / Human Resources
Mr. Barnes and Mr. King answered question “How Riffs are handled at Emory”
- Departments have to follow the Reduction Policy State of Preparedness
- The department management makes request for positions to be eliminated
- Human Relations are involved with benefits
- General Council is involved with Severance
- Human Resources works with Riff employees
  - Assist with resumes
  - Forward qualifying resumes to hiring departments at Emory
- Riff employee can apply for positions through Emory Temporary Service

Old Business
Approval of Minutes from January’s Meeting – Nina Long, President
Treasurer’s Report $4,383 - Margie Varnado, Treasurer
Announced the success of the Hunger Food Drive – co-sponsored by Employee Council
Reminder to turn in nominations for open position for 2010-2011

Historian Report – Linda Jackson, Historian
Opening the Door to Difference

Legend has it that the first woman to enroll at Emory University did so while the chancellor was out of town. Ele’onore Raoul, a twenty-nine-year-old Atlantan, raised with silver spoon in her mouth and a suffragette’s fire in her soul, had early in life evinced independence of mind that would make her the leading advocate for women’s rights in a city and region slow to embrace the ideal. Ironically, her graduation from Emory’s law school in 1920 came in the year that the nineteenth Amendment became a part of the United States Constitution.

The chancellor in question was none other than Bishop Warren Candler, and he took no pains to soften his opinions on the education of women or on any other matters. “In my judgment coeducation is a mistaken policy,” he announced to the Board of Trustees in 1919. “The departments of law and medicine especially should not be open to women. Young women working together in a dissecting room, or hearing together lectures on physiology and anatomy, would in my judgment create a most indelicate and injurious situation. And women lawyers would not promote justice in the courts.”

Even more did he oppose women’s right to vote. Having argued victoriously against women’s suffrage in an undergraduate debate championship, he confided in later life to a colleague that he thought women’s suffrage “would hurt the South more than did Reconstruction.” He conjured an image of “howling mobs of women in a struggle to secure the ballot going through street of the metropolis of the greatest nation of the earth, smashing windows and Ten Commandments with equal recklessness.” It was thus a curious and fitting irony that the first woman to enroll in the new university of which Candler was chancellor should have been an ardent proponent of women’s voting rights.

Ele’onore Raoul had been named Eleanore at her birth in Staten Island, New York, in 1888, but, showing the independence that marked her entire life, she adopted the French spelling Ele’onore in 1912. Reared in comfort on Peachtree Street (her father was a businessman and railway official, her mother a prominent Georgia suffragist), she was the tenth of eleven children but wanted for little. Tall, strikingly handsome, with golden hair and green eyes, she made her debut in traditional fashion in Atlanta society of 1907 but soon threw over what she considered social frivolity for more serious pursuits.

Inspired by her mother, Mary, who had helped found the Equal Suffrage Party of Georgia in 1914, Ele’onore devoted several years to traveling throughout Georgia and the Middle Atlanta working in behalf of women’s suffrage. But as she approached her twenty-ninth year, she determined on a less peripatetic career and decided to study the law. The new university being established in Atlanta promised a law school almost around the corner from her mother’s home on Lullwater Road in Druid Hills, so the stage was set.

As Raoul recounted the story to a journalist in 1980, she had been at her mother’s house when she received “a tip” from a friend that the Emory chancellor was out of town. Taking advantage of the opportunity, she registered for classes in the fall of 1917, one year after the school had opened its doors. “When the bishop got home,” she recalled years later, “it was too late. I was already in.”

In his report to the Board of Trustees the following June, Chancellor Candler had to this say: “During the year a young lady has been admitted to the School of Law. The Chancellor did not oppose it, but he takes occasion to put on record that he does not approve the entrance of women into the Schools of Law, Medicine and Theology, believing that it is neither correct in principle nor wise in policy.”
Whatever the Chancellor’s feelings on the matter, the school was not doubt glad to have Raoul. The United States had entered World War I, cutting the law schools’ enrollment from twenty-seven in its first year to just fourteen the year Raoul enrolled. Her classmates—three men graduated with her—elected her class historian and learned to pay due respect by the time they graduated. Under her photograph in the 1920 yearbook appeared this paragraph:

Miss Raoul is the first women to graduate from the Lamar School of Law and it is whispered that she will be the only one to enjoy this distinct honor and privilege. Georgia, a State that has always been a little backward in granting to women her just dues, is destined to have a real battling Suffragette to reckon with in the near future. The boys of the Senior Class lay low when prone to condemn the political aspirations of women while the champion is around. Sure do wish you luck, Miss Ele’nore.

As it happened, Raoul was not the only women graduating that year. C. B Branham received her M.A. degree from the graduate school at the same time. Four years later, E. Elizabeth Strickland would also graduate with a law degree. By then, however, Raoul, unable to develop a large enough practice to support herself, devoted her time and energy to the League of Women Voters of Atlanta, which she had helped to organize. She would later marry her classmate Harry L. Greene but signed her name for the rest of her long life as Ele’onore Raoul. Four years before her death in 1983, the University awarded her the honorary Doctor of Laws degree.

In 1957, just as s. Walter Martin was settling into his presidency at Emory, and Henry Lumpkin Bowden was assuming the chair of the Board of Trustees following forty years as Asa and Charles Howard Candler in the chair, a critical chapter in Georgia’s educational history was being written. Although the Unity States Supreme court had ruled against segregated public schools the governor and legislature of Georgia were holding firm against integration and were prepared to close the entire Atlanta system rather than allow integration. Had they closed Georgia’s largest school district, dominoes might have fallen across the state, with systems closing as well.

The threat was serious and had a direct impact on Emory. The University found it somewhat more difficult to recruit faculty form out of state, and Emory professors with children were growing restive. A statement of principle from 250 faculty members were made public on November 30, 1958, and led to a groundswell of public sentiment not to close the schools. Giving in to this pressure and the judicial precedents, in January 1961 the legislature removed from the statute books all laws requiring racial segregation of public education.

The state’s action, however, did not address a special problem for Emory. Georgia still required that private educational institutions remain segregated or give up their exemption on taxes (on both endowment income and sales tax). Emory suddenly, and through no fault of its own, found itself in the educational rearguard: the University of Georgia and Georgia Tech and other state universities were required to admit black students, while Emory, whose charter and bylaws made no reference to race, was prohibited from admitting the. (Of course Emory had been “mixing races” for decades, admitting Asian and Asian American students since the nineteenth century, but this did not bother the state.) Yet loss of tax exemption would have been onerous, if not ruinous. Emory was effectively prevented from governing its own admissions and was held to a different standard than that required of state schools.

In November 1961 the Board of Trustees resolved to consider admitting “qualified applicant of all races,” as soon as tax laws made this possible. The following March, when a black student applied to the dental school, the test case for Emory presented itself. Henry Bowden prepared and argued the case, along with Ben Johnson Jr. who was then dean of the law school. After unfavorable decisions in the lower courts, the University pressed its case to the Georgia Supreme Court and won. Emory’s tax exemption was upheld, along with its right to admit any students in deemed qualified.

In appreciation for Bowden’s statesmanship and vision, the Emory Chapter of the American Association of University Professors nominated him for the Alexander Meiklejohn Award for the Defense of Academic Freedom, which was presented to him a national gathering in 1963. The moment burnished Emory’s history, and the University owes Bowden a great debt for making it possible.