Meeting called to order at 12:05 p.m.

Welcome by President Angela Duprey

Speaker 1: Mike Mandl, Executive Vice President for Finance and Administration

**Issue 1: Rumor that the University will close between Christmas and New Years**

MM: Not aware of the University looking into it formally. Not been involved in that discussion for two years. Rationale of the University saving money does not hold up – there are expenses that are not readily obvious. University tries to make it easy for employees to take time off. Issues involved: Inequitable approaches to that week among departments; religious holidays; essential functions.

**Issue 2: Use of personal time vs. Sick time**

MM: Employees receive two floating holidays. One of the biggest challenges we have is the wide variance in quality and approach of local supervision. Experience as an employee is different depending on where you sit; it’s all about who you interact with on a daily basis and who you report to.

**Issue 3: Update on Master Plan**

MM: Next phase of freshman complex start at beginning of 2011 (120-bed dorm behind the DUC). Next six months, a new research building on Turman dorm site. $90 million cost, all but $19 million raised – under construction by June 2011. Talks about new hospital (smaller version of EHC master plan). Was going at a pace that was not sustainable.

**Issue 4: Compass – Assessment/Evaluation being done?**

MM: Still a list from initial implementation that needs to be fixed; huge list of enhancements. Still a lot of learning being done:
1. Major issues in practices, not “software” – need for business process improvement (starting with travel and entertainment)
2. Standardization with Compass in mind
3. Data warehouse will help
4. Learning is variable across the institution (2,000 users)
5. Need to find areas/offices and concentrate that work, rather than have people who do use it all of the time
6. Units are teaching themselves
7. Need to change the way we organize ourselves to do certain work

**Issue 5: What do you want to see at next town-hall meeting?**

MM: What will be most meaningful to employees to hear about

**Issue 6: You’ve spoken about the loyalty and commitment to Emory. Do you feel it has changed?**
**MM:** It’s been a hard couple of years. This is still a great place because of the people, extraordinarily human and personable, selfless. Emory is a place that is not mean-spirited; I have great optimism. Feel incredibly blessed, the people I work with I like, trust and respect. Do feel like I’ve wasted my day on politics, backstabbing, etc—want people to go home like that. Anything the Employee Council can do to help us develop that is welcomed.

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**Presidents’ Panel: Ron Foust, Linda Sheldon, Matt Engelhardt**

**L. Sheldon:** Employee Council is the most diverse group on campus, representing more ideas. During tenure, focused on leadership opportunities, mentoring, and career development. Hardship Fund idea under tenure. Wanted different experience for Staff Fest, came up with volunteer opportunities.

*Vision for Employee Council:* There is not standard ways to apply rules. If EC could push for a sense of equity, would do a lot for how people experience life at Emory.

**R. Foust:** Impressed that more people are getting involved. Priorities can only be set if you say what’s important. Promoted shuttle road between campuses (main to Clairmont).

*Vision for Employee Council:* Tried to bring forth ideas that weren’t popular. But when you bring forth ideas, make sure it represents a group that can be measured.

**M. Engelhardt:** Employee Council can get work done through committee work. Parking would like to have an advisory board.

*Vision for Employee Council:* EC has evolved quite a bit. A big piece focuses on communication, community programming. Having the ear of the president and council is important.

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**ADDITIONAL TOPICS**

Parking and Transportation:
1. Poor condition of shuttles; not a pleasant experience
2. CCTMA – high school students riding the shuttle/shuttle passing stops
3. Scheduling is a problem
4. Cameras on some shuttles do not work (SN: Contract with First Transit ends in December; may have a new fleet/criteria includes interim and permanent fleet)
5. Yerkes can’t get students to Lawrenceville center because of lack of transportation
6. How is where people assigned to park determined?
7. Need to work on standardization for new employees re: parking situation
8. MARTA not providing routes, how do we get people to campus?
9. Additional ideas:
   a. Intercampus tram
   b. Parking based on sliding scale
   c. Shuttles from other counties

Smoke-Free Campus:
1. Smokers feel discriminated against
2. Some faculty members are offended
3. Some didn’t know much about it
4. Is it all campuses?
5. What does “smoke free” mean?

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**COMMITTEE REPORTS**

**Hardship Fund**
- $15,000 goal reached
- Two recipients, two pending applications
- Donor cards created
If you know of events where Hardship Fund can be highlighted, let the committee know.

Marketing
- Develop an Employee Council signature line
- Speaking at staff meetings
- Document w/40th Year for EC reps

Events
- Veterans Day: Recognize veterans at flagpole @7:45 p.m. (SGA, Employee Council, Young Democrats, Young Republicans)
- Town Hall: Tull Auditorium, Tuesday, 3/15/2011, 12 p.m. – 2 p.m. (live streaming)
- Developing ideas for Staff Fest and Volunteering

Submitted,
Shaneesa N. Ashford
2010-2011 Secretary-Elect