Emory Employee Council Meeting
Wednesday, November 17, 2010
12 p.m.
Winship Ballroom, The DUC

Meeting called to order at 12:06 p.m.

Welcome by President Angela Duprey

University Senate Update
- University issued a statement re: incident at fraternity party
- Peter Barnes discussed the smoking policy; a new feasibility committee is being formed, led by Theresa Milazzo, Associate Vice President for Human Resources

Speaker 1: Earl Lewis, Provost, Executive Vice President for Academic Affairs and Chair of Ways and Means Committee
- The university was worried a couple of years ago about the financial outlook
- Emory has stopped the financial receding
- Endowment is back up to $4.6 billion (started at $5.1 billion)
- Had to cut $50 million out of operating
- Emory has raised $1.2 billion of the $1.6 billion campaign
- Largest percentage – capital projects
- There is optimism, will continue at a slow, steady pace

Additional issues:
1. Debt is not just a national problem, but a state problem as well (running at a deficit). Because of this, Emory may have to adjust future assumptions
2. Commercial real estate – a lot of empty buildings; balloon payments about to come due
3. DeKalb County continues to raise water rates
4. Fringe Benefits – there will probably be a fluctuation (health care reform efforts); corporations may be getting out of providing healthcare to employees
5. Committee to be convened to research and discuss class and labor, focusing primarily on Emory employees

Q: Effect of referendum for trauma units
EL: Emory was hoping it would pass because of the need; would reduce costs of acute care

Q: What would you like to see discussed at Town Hall?
EL: Start with representatives from Employee Council; what questions are emerging from the ground up (categories)

Speaker 2: John Kosky, WorkLife Resource Center and Compensation

Hardship Fund
- $19,921 – total collected as of 11/16/2010
- $5,287 – has been awarded
- $1,608 – monthly payroll contributions received
- $881.31 – average award amount
Childcare Issues
• Initial focus – within 10 miles of campus
• Quality care for Children is a local and national problem; entrepreneurs are not interested in investing in child care – low profit margin

Q: How are centers chosen?
JK: WLRC seeks NAYCE accredited centers; performs site visits

Q: Radius for student job network
JK: Not limited to Emory area; the top two areas are babysitting and tutoring

Q: Will you repeat caregiver workshops?
JK: Workshops repeated in June and July; materials available on website

(Refer to attached PowerPoint for additional information)

Speaker 3: Eddie Gammill, Manager of Wellness Programs, FSAP

• FSAP has programs at no cost to deal with stress
• FSAP works with the Big E – 23,000 employees
• “Important that you take care of yourself first” (FSAP works with the WorkLife Resource Center)
• Works closely with benefits vendors
• Offers workshops tailored to areas
• Employees can register for workshops at apps.hr.emory.edu/register
• Flier available for discount at Cooks Warehouse

Tobacco/Smoking Cessation
• Emory pays $1,300 extra for smokers
• Smoking is a social behavior as well as an addiction
• Resources available on Health Spotlight (www.hr.emory.edu/healthspotlight) and in All About Health

Speaker 4: Lisa Underwood, Associate VP, Parking and Transportation

Parking and Transportation operates as an auxiliary
Does not have a budget from administration; there is not funding to make changes
Fees completely support the operation
31% of employees are not registered in an alternative program or paying for a permit
Parking fees go toward maintaining parking structures
Parking and Transportation offices are being consolidated, moved to Clairmont campus

Issue: CCTMA route
• CCTMA route is paid for partners; Emory would have to pay for the full route to mandate the ridership
• Cleaning/maintenance is in the current contract
• Vendor had been using other buses so that current fleet could go through specialized maintenance
• Contractor owns the fleet

Q: Are there grants for subsidies?
LU: There are grants for start-ups, but must still be matched and sustained; always looking at possible grants

Additional Information:
• Parking and Transportation is always looking for ways to communicate
• P&T is looking at an evening permit based on Employee Council feedback
Additional Notes:

Employee Council is moving forward with the Food Drive for the Atlanta Community Food Bank
  • ACFB will bring bags to distribute
  • Targeting 12/16/2010 as collection day
  • ACFB will bring fliers

Submitted,
Shaneesa N. Ashford
2010-2011 Secretary-Elect
Employee Council Update

John Kosky, SPHR, WLCP, CEBS
Director, WorkLife & Compensation
Emory University

Emory Hardship Fund Update

Through November 16, 2010
Donations received: $19,921
Awards given: $5,287
Account balance: $14,634
Monthly payroll contribution $1,608

<table>
<thead>
<tr>
<th>Applications Received</th>
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<tbody>
<tr>
<td>Applications (Ineligible)</td>
<td>3</td>
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<tr>
<td>Applications Pending Committee Review</td>
<td>5</td>
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<td>Applications Pending Documentation</td>
<td>5</td>
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<tr>
<td>Applications Reviewed by Committee</td>
<td>9</td>
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<tr>
<td>Applications Approved by Committee</td>
<td>6</td>
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<tr>
<td>Applications Rejected by Committee</td>
<td>3</td>
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<tr>
<td>Average award amount</td>
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<tr>
<td>Highest award amount</td>
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<tr>
<td>Lowest award amount</td>
<td>$385.00</td>
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</table>
Child Care Discussion

- 45% of University faculty and staff live within 5 miles of the main Emory campus. 63% live within 10 miles.
- University faculty and staff currently have 2,366 children under age six.
- Approximately 250 births/adoptions per year.
- Preferred location of child care varies between near home (50%) and near campus (50%).
- Economics of child care are quite complex. There is a direct tradeoff among:
  - Quality of Care (high quality is expensive; long waiting lists)
  - Affordability (cheaper centers tend to have lower quality)
  - Accessibility (limited availability in local market; often due to cost or quality)

Tradeoffs

Quality
- Approximately 10% of child care centers in metro area are accredited by NAEYC (premium designation; indicator of high quality)

Accessibility
- Nearly all NAEYC centers are full; long waiting lists.
- In most counties, demand exceeds supply.

Affordability
- According to the U.S. Census Bureau, families typically spend 10% of gross family income on child care expenses.
  - Used as a baseline for affordability.
  - Gross family income required in order to “afford” a child care center within 3 miles of Emory: $146,000.
Emory’s Response to Child Care Needs

• Hired a full-time Dependent Care Program Specialist to create and/or enhance Emory’s child care, elder care and special needs programs.

• Developed and continuing to enhance the Emory Child Care Network (addresses affordability and accessibility).

• Enhance the quality of care by collaborating with Quality Care for Children, a local nonprofit to provide topical training to local child care vendors (to some extent, addresses quality).

• Developed the Emory Employee Student Job Network designed to link Emory students with faculty and staff for assistance with work-life needs, such as babysitting, house-sitting, etc.

• Launched dependent care programming in July 2010.
  – First three courses focused on college admission, financing education, and understanding the educational options in Atlanta.
  – Approximately 500 participants.

• Develop programming to help parents with summer and back to school planning.

Emory Child Care Network

• Created to meet the diverse demands and challenges of Emory faculty and staff looking for child care by providing parents discounts and/or priority admissions at licensed child care centers throughout Metro Atlanta.

• As of November 1, nearly 200 centers in the Network.

• Vendors include, but not limited to Discovery Point, Sunshine House, Goddard Schools, FIO360, and KinderCare.

• Detailed information available at worklife.emory.edu
Emory Employee-Student Job Network

• Joint collaboration between the Emory WorkLife Resource Center and the Emory University Career Center.

• Designed to help Emory faculty and staff looking to hire Emory students on a part-time basis to help them with work-life responsibilities such as babysitting, pet care, house sitting, lawn care, etc.

• Faculty and staff can post jobs directly to the Career Center’s system, viewable only by Emory students.

• Emory network identification and password are required.

• Visit worklife.emory.edu for more information.

For Employee Council Reps...

• Please remind your constituents about the dependent care resources that are available to them.
  – If applicable, are they taking advantage of child care center discounts?
  – Are they aware of Brown-Richards & Associates, our resource and referral provider?
  – Place posters and flyers in your area about child care offerings.
  – Discuss the programs at your staff meetings.
  – Visit worklife.emory.edu or 7-8000.

• Upon invitation, EWLRC staff are available to present an 20-30 minute overview of programs and services available to staff.