Employee Council General Meeting
January 16, 2013
12:00 Noon – 2:00 pm
Goizueta Business School, Room W320

ATTENDANCE

PRESENT:

Barnes, Erica
Frazier, Rita
Haynes, Tanisha
Jackson, Linda
MoJonnier, Mary Lou
Shaffer, Nelson
Toce, Michael
Weaver, Gloria
Cherry, LaDonna
Granholm, Lisa
Howard, Marsha
Mayes, Linda
Perlove, Jessica
Sirotkin, Jennifer
Troyer, Kathy
Yarborough, Anita
Cirillo, Matt
Green, Stacey L.
Hughes, Countess
McAdam, Richard
Perry-Bates, Laura
Terry-Carter, Chris
Varnado, Margie

ALTERNATES:

Koya Alford
Henry, Sherice
Shaffer, Nelson
Toce, Michael
Weaver, Gloria
Batiste, Mikelyn
Jarman, Shea
Yarborough, Anita
Hennessey, Claire
Lehner, Rachelle

EXCUSED:

James, Jonetta
Moser, Carol
Tarkington, Alice

ABSENT:

Allen, Arneta
Castellaw, Adam
Fugate, Kim
King, Leslie
Reese, Tamicka
Strozier, Katherine
Wilson, John
Bowden, Cheva
Cody, Tanya
Howell-Robinson, Kelli
Myers, Travis
Sanders, Rhoda
Ward, Mary
Byrd, Jerry
Forts, Ricardo
Jalloh, Matilda
Randall, Tawana
Scott, Shawn
Williams, David
Meeting convened at 12:05 pm

- Kathy Troyer – President, Employee Council
  - Welcome
  - Agenda Overview: [January 2013 Meeting](#)

- Speaker: Nadine Kaslow, PhD, ABPP – Chief Psychologist, Grady Hospital
  - nkaslow@emory.edu

- Other Class and Labor Committee members present at Employee Council meeting:
  - Angie Duprey, Ozzie Harris, Peter Barnes and Gary Hauk
  - **Presentation:** Committee on Class and Labor
  - **Summary of Discussion with Council:**
    - Presentation is an overview, nuts and bolts are in the report; need Council reps to read recommendations and discuss with constituents – great opportunity for change that will affect all of us
    - Employee Council represents staff and this report reflects experience of how class affects people at work who are staff; hopefully report does represent what’s happening and Council agrees with most of report, but let Committee know if there are recommendations that miss the mark
    - Advisory Committee will be appointed in next couple of weeks
    - Need to make sure that we disseminate information but also have a mechanism for getting information back and continuing the conversation
    - Decided will use “Hot Topics” link on EC website for comments/questions and will also set up a voice-mail box for people who do not use or have access to computers
    - Advisory Committee found a way to come together and speak with One Voice; everybody had to find ways to communicate with each other and the hope is that’s what Emory’s community is all about.
    - Process used as a Committee to find One Voice is a process our Community can use to find one voice to tackle important issues and that is a complicated process for a difficult dialogue. People really have to hear each other in a respectful way to realize if an issue brings such intensity, it’s complicated and there’s no right one way to look at it, there’s many dimensions and we need to understand all the dimensions to appreciate the issue
    - Encourage Employee Council to look at recommendations to see if any need to be “front-loaded”. Real question is how to prioritize recommendations
Summary of Q & A with Council

- **When will we see results of the report? Are there benchmarks in place?** That will be the job of the Advisory Committee which will start in February.

- **How do you foresee Council playing a role as far as implementation?** Publicizing and getting feedback (what’s working; what’s not) but most important thing is **communication**. Look at recommendations and see what EC could do a lot of work on. If for instance, Employee Council took one issue a year for three years from the report; choose relevant group(s) to work with; form a working alliance/partnership with them and try and do something about. Make a commitment to help move recommendations forward because we’re going to need people to do these things.

- Employee Council has a strong voice; commitment and leadership, but let’s take this opportunity to look at how effective are we and are we reaching out to all constituents; are we gathering feedback in the best way. We can have a real voice; Council does great things; we have the opportunity to reach out and do great things for all the staff.

- Also, we all have ways we subtly discriminate based on class. Take this opportunity to be more sensitive to others in a different social class environment and if we personally learn from this, there will be a stronger community because each of us takes responsibility. As leaders look at our own role in perpetuating class issues and problems.

- **In the creation of the Advisory Council, is there a person from Employee Council who will be a part of Council or will there be a report back feature?** The Past-President of Employee Council will be invited to serve on Council and Committee isn’t finalized, so we can take back recommendation to have one more person from Employee Council added to Advisory Council and put that in the by-laws.

- **Will there be a set number of people on Council that come from each School?** No because the Advisory Council will only have 8-12 people, but the goal will be to reach out. We do need a representative from Oxford though.

- **What will the time commitment be for Advisory Council members?** Will depend on pace which Council moves on recommendations and how recommendations prioritized. Some may be assigned to an already functioning unit and could happen fairly quickly. Other items revolve around philosophy, there will be issues to work through and thus will be more time consuming.

- **How did group or Committee look at Emory Healthcare, what was the data that came from that and how will it impact that part of our Community going forward?** This Committee was largely University focused and was tasked about the University. In future need to much more actively engage Emory Healthcare (although did borrow some recommendations Healthcare already doing), but Emory Healthcare was not the focus of Committee. Need to also talk about ways the University and Healthcare overlap.
Considering lot of the recommendations are about training and HR stuff; how did HR feel about being under a microscope? Human Resources did not have issues with the report (for instance, we found out our Learning Services is the benchmark for best practices); but more concerned about how much we can undertake and do and accomplish. Under the microscope, what we actually found is HR is pretty good.

Also, remember many issues are HR issues but not necessarily related to the HR Division; they are human resources issues that have to do with supervisory practices within Units/Departments, so in that sense it’s the responsibility of the Community to address these issues not just one Division.

In discussing what Employee Council can do - if you feel like things are going on in the workplace that don’t feel good, professionally but honestly and authentically finds ways to address the situation.

Comment: Consider it may be class-based why some people don’t address situations they see and we need to ensure people have the necessary skill set to be able to do that. It’s so powerful when someone feels like something isn’t going well, that they have tools which they can use (not just know where the resources are) but the tools that match that person abilities and capacities to execute that in a meaningful way. What might be lacking in our community is the ability for people to get these tools (for free) so the person can feel more empowered to rise up and feel more adequately equipped to do that. So many times Committees pulled together to do things that we ourselves can do. We can take it on ourselves; so many little things on an individual level that can be done.

Let’s ask ourselves: “How can I effectuate change in a way that I’m a better person and that that transforms my relationship with people in general?”

Response: Good point. But we also need to learn to have difficult conversations and although will agree people need skills and training to do that, also need a community receptive to those conversations. People don’t need to just learn how to bring things up, people need to learn how to listen and respond.

How do we get other Faculty to realize issues of staff not being respected in workplace and for Faculty to be sensitive to these issues and hear this feedback? Need to create forums to facilitate dialogue and make sure people have access to information (look at how we inform each other) and opportunity to participate.

Need to Build Community and Understanding; create a Culture Change by bringing up the top (and then the next level and so on) and working with the people who are receptive and interested and then that small percentage that probably won’t ever get it will be outliers.

Discussed intersectionality of class/culture/gender along with self-perception.

Is it OK to share/disseminate report? YES! It’s on the web; it’s public information. EC will also have paper copies to put in Unit break rooms, so you can contact Kathy Troyer for your needs.
Employee Council can also help us construct a community that has more trust/develop a culture that is trust-worthy, so people can talk freely about issues and they can see others have same ideas/opinions.

Council thanked the Committee for putting together a really tight, well-constructed report and explaining the methodology; it’s an excellent report!

Will put the Class and Labor report on Employee Council website.

- Kathy Troyer – President, Employee Council
  - Announcements:
    - The Laney Graduate School is piloting an academic competition in March (the exact date and time is March 5th, 4-6pm) for graduate students, and is interested in having a Council member participate on the judging panel of the competition. All judges will be oriented about judging criteria, etc. Inquiries should be directed to Sharice Henry.
    - 2013 Award of Distinction nominations are currently being accepted.
    - Employee Council will send out a Survey Monkey for feedback regarding the Class and Labor report. We will ask Council reps to discuss report with constituents and then pick top five recommendations from the report that constituents would like to prioritize for Committee to address.
    - If would like to be a part of Advisory Committee for Class and Labor let Kathy Troyer know.

- Countess Hughes – Hardship Fund Coordinator
  - Website: [Hardship Fund](#)
  - Update of Current Contribution Information: [Account Balance Summary](#)
  - Brief Summary of Hardship Fund, where we’ve been and where we are now:
    - Donations received:
      - January 2012 - $51,382.00
      - July 2012 - $62,397
      - January 2013 $82,319
    - Awards given:
      - January 2012 - $31,449
      - July 2012 - $39,983
      - January 2013 - $56,906
    - Monthly Payroll contributions:
      - May 2012 - $3,035.76
      - July 2012 - $3125.09
      - January 2013 - $3,780.85
Countess met with Matt Engelhardt (2008-2009 Employee Council President) who said when Hardship Fund created it was determined that the fund needed $4000.00 in monthly payroll contributions to be self-sustaining, so we’ll getting there

- Application submissions:
  - January 2012 – 105
  - July 2012 – 150
  - January 2012 – 191

- Applications approved:
  - January 2012 – 28
  - July – 34
  - January 2013 – 45

- All of these numbers are total since the funds beginning.

- “Get the Word Out” schedule:
  - January reps: Richard McAdam, Katherine Strozier, Adam Castallaw and Mary Lou MoJonnier
  - February reps: Alice Tarkington, Jonetta James, Stacey Green, Chava Bowden, Marsha Howard and Gloria Weaver

- Working on thanking those who’ve contributed; sending out “thank-you” e-mails.
- Goal is for each Employee Council member $50.00 each; which means 10 members per month should bring in $500.00 a month

- **Anita Yarborough – Treasurer, Employee Council**
  - Treasurer’s Report:
    - Our starting budget for the 2012 – 13 terms was totaled at: **$6,000.00**.
    - For monthly EC meetings we are allotted **$3,900.00** we have used **$933.86** and are now at **$2,966.14**.
    - For the month of **November 2012** we spent **$244.72** which went towards the lunch provided.
    - Our Veteran’s Day budget we had **$300** and we have used **$300**.
    - The Marketing Expense for the Hardship Fund we have **$300** and we have used **$0**.
    - In our EC Executive Council Development budget we had **$1,000** and we have used **$61.32** that went to buying software products.
    - In our Staff Fest/Council Marketing Items budget we had **$500** and we used **$313.89**.
    - Also, we have budgeted for the upcoming **December 2012** party: **$2,500.00**.
    - At the present we have used **$1,609.07** and the Employee Council budget stands now at a total of: **$4,390.93**.
Diversity Advisory Council Report:
- Introduction of persons.
- Kristine read the Mission of the committee and gave reason why committee was formed.
- Persons were given questionnaire regarding their unit. To get a sense of who was laid off, hired and the “why’s”.
- Questionnaire went out to the 9 schools and other sites such as hospitals and off sites.
- Mike Turner, Director of H.R. at the Carter Center is the go to person regarding staffing and some event issues there.
- People who could be on subcommittees re: unit problems around campus.
- Nina Long on Protest Dissent and Community, re: the Protest at Town Hall Meeting, Sodexco protest and arrest, Chic-fil-A, etc., will report to Diversity from that committee.
- Keep reaching outside of committee and pulling in ideas or people to assist with how to do and what to do.
- Ozzie’s department gives grants to assist anyone with programs or non-profits.
- Diversity committee giving an event will be a dialogue of concerns hitting at all schools, departments and organizations.
- Gloria shared ideas of living diversity and connecting to diversity without having to keep defining diversity.
- Jacob shared an idea for those people who aren’t heard mostly should be allotted a podium to hear their stories.
- Gloria gave idea of how we can give 10 things that will bring about common unity in our community.
- Just to give an idea about common unity it was derived from a program I had when I owned a business doing community consulting and I found 2 words in one being in the word “Community”. The purpose of a community should be those with the same interest and coming together in a common unity.
- Jacob stated that we should be able to state our minds with knowing how we deliver our expression freely.
- In answering your question regarding where Ozzie will be on the program for the Town Hall meeting he usually is last after everyone else has spoken so he may be able to give his summaries.

Jessica Perlove – Past-President, Employee Council

Town Hall Update:
- Town Hall is scheduled for March 20, from 11am-1pm, at Woodruff Health Sciences Center Administration Building (WHSCAB) Auditorium, the same location as last year.
o We’re aiming to have on stage: President Wagner, Mike Mandl, Wright Kaufman, Ozzie Harris, and the new Provost Claire Sterk.

o We’re going to have the same question platform as last year.

o The Hot Topics Button is live and the messages go to Marsha Howard. We will distribute those to Employee Council volunteers to ask during the Question & Answer session of Town Hall.

o I would like some volunteers and a Volunteer Coordinator to be ushers and questions askers.

o Lisa Granholm is coordinating the IT setup. Kathy and I will meet with Lisa and the IT people last year to discuss our needs and budget. We were hoping to offer a live stream if cost allows.

o Stacey and Anita will order the food.

o I’ll send an email verifying that the people who offered to help with Town Hall a few months ago are still interested, and requesting a Volunteer Coordinator.

**Campus Development Committee**

- **December 2012 Meeting Minutes**

**Lisa Granholm – Historian, Employee Council**

- **Historian Report:** Emory University Move-In Day 2012 Time Lapse
  Emory University Commencement 2012 Time Lapse

Meeting adjourned at 2:00 pm.

Respectfully submitted by Marsha Howard
Secretary, Employee Council 2012-2013