Attendance and Greetings!

Agenda Review

Theresa Milazzo and Felicia Smith - Human Resources Retirement Plan Update

- Have been looking at changes to modernizing the retirement plans
- Class-action lawsuit required changes to be made
- Emory Pension Board oversees/advise on retirement
- Previously have streamlined the plan selection
- Record keepers/Investment plan vendors study recently completed:
  - Effective in September 2022
  - Simplified enrollment and contribution process-single website for all retirement organization
  - Change in retirement investors-Fidelity was chose as the primary record keeper/vendor
    - TIAA will remain as secondary vendor
    - September 1-all funds will move to Fidelity in the same selections
    - Fees reduced from $39 to $22 per year. $34 to $22 for vanguard, and no fee changes for TIAA
    - Sept. 1 will go to a new website (no longer in self-Service).
    - If you currently have a Fidelity account log in through there; if not, should create an account. All changes will be through that account, except for TIAA-you will be rerouted to a TIAA site.
    - Investments will move overnight-no loss or gain during the process.
      - 10 days before and 10 days after the Sept. 1, 2022 will not be able to change how funds are invested.
      - If have funds through Vanguard, will need to go in and identify a beneficiary. Beneficiaries do not move over during the change
  - What will be the benefit to Emory?
    - Participant will be able to see funds in one place and ability to get reporting from Fidelity, and some administrative efficiencies, as well as reduction in costs.
Member Spotlight!
School of Medicine: Division of Animal Resources-Mike Huerkamp, Executive Director

- DAR Mission: To promote the health and wellbeing of people everywhere by providing the finest animal care and support for Emory University Scientists
- Research model system:
  1. Clinical Trials-Human subjects are the ultimate research model
  2. Animal Models-provide vital research information that humans cannot
  3. Inanimate Systems
- Overview of Legal and Ethical Obligations
  o Nuremberg Code
  o Declaration of Helsinki
- Presented Brief History of Animals in Research
  o 1803-First U.S. research with animals (Rush & Firth)
  o 1930-Formation of NIH. Budget was $90K. Increased to $600K by 1965
  o 1933-1st U.S. Nobel Prize (Morgan, use of flies)
  o 1945-“Science The Endless Frontier”-A report to the POTUS (Truman) by Vannever Bush
- Presented History of Public Concerns over animal testing
  o Makeshift Animal Care 1945-1965: diseased animals, inadequate facilities, inadequate enclosures, contaminated bedding, stress, death, illness common, stolen pets
    ▪ Federal Animal Welfare act passed after a pet was stolen and articles in major magazines were published
- DAR Charges:
  o Research Goals
  o Animal Welfare
  o Follow Emory policies
  o Follow Laws Regulations and Guidelines
  o Professional Ethics
  o Public Trust
- Presented DAR Org Chart
- Presented a Brief History of DAR and a report of the financials of the department. 25% non-labor, 75% labor (approx. $11m budget)

Council Business:
Melissa Morgan and the EC Membership Committee:
Kaye-Ann Sadler, Lydia Cox, Alejandro Torres, Beth Bradshaw, Carlos Salinas and Sean Dresser

Employee Council ELECTIONS for 2022-23
• Candidate Introductions
• Link provided for voting-deadline is 2 pm. on March 21, 2022.

Committee Updates:
• Hardship Fund/DEI Committee: Teresa Fosque (not present), but a solicitation for a replacement for the committee since Teresa is retiring this week.
• Membership Committee: Provided an overview of the proposed the bylaws revisions and facilitated elections
• University Senate Update: Dawn Francis-Chewning
  o Working on pay equities in all divisions
  o Honorary degree roster has been submitted to President Fenves

IMPORTANT: The Twin Memorials Project seeks your input! Next meeting (via Zoom) is Thursday, 3/24 at 6pm. Go to https://twinmemorials.com/engage and scroll to this date and join us.

Dr. Carol Henderson invites our input with the DEI Strategic Planning Report by March 30th, at https://equityandinclusion.emory.edu/ (scroll to DEI Institutional Report and click on Leave Feedback)

April 18, 2022 meeting will the Leadership Social with President Fenves.

Staff Fest is May 13, 2022 on the Quad.

Meeting adjourned at 1:16 p.m.

Submitted by Rosalind Staib, Secretary