March 2018 Newsletter
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The Employee Council is authorized by the President of Emory University as an organization through which employees of the University can participate responsibly and meaningfully in the governance of the University community.

Visit us at: http://www.employeecouncil.emory.edu/
Employee Council Representatives Meeting
February 26, 2018, 11:30 am – 12:30 pm
Candler School of Theology

Topic: Healthy Emory Connect & Move More Challenge

Presenter: Melissa Morgan

Melissa Morgan provided a brief overview of the Healthy Emory Connect platform and encouraged people to watch and share the “Getting Started” webinar http://emory.adobeconnect.com/pb75vonb395j/ She also encouraged everyone to download the Virgin Pulse app to access Healthy Emory Connect from their smartphone.

She also discussed the Move More Challenge and highlighted some of the changes to this year’s challenge which include:

- Registration will be ongoing and people can join after the challenge has started.
- All participants must be on a team this year. Team size can range between 1-10
- The challenge will be a tour of Emory, starting at Oxford College and ending at the new EUH Tower.
- Individuals can use the “Rivals” function to add up to 25 rival team.
- Can use other devices (not just Fitbit) or your smartphone to participate.
- The subsidized store is still open for those who want to purchase a Fitbit
- Helpful information can be found in the Move More Challenge Toolkit http://www.hr.emory.edu/eu/docs/mmc-toolkit.pdf

Topic: Emory As Place – How Our Place Sustains Us

Presenters: Gary Hauk, PhD, University Historian & Senior Advisor to the President; Eri Saikawa, PhD, Assistant Professor, Environmental Sciences; and, Jennifer Fundora, Mellon Mays Undergraduate Fellow in Environmental Sciences

Gary Hauk opened the presentation by describing a variety of meanings for “place” and how it can impact individuals at Emory. Place can serve as a personal or institutional memory; as a planned place; as a place of restoration (people, education, mentally, spiritually and physically too); and, a place of traditions and community ties. He highlighted the Lamp of Learning at the top of the gates of Emory and shared the quotation from Haygood that is inscribed there.

Jennifer Fundora continued the dialogue by describing Emory as a conscientious place, a place of environmental stewardship, and a local place for those who live and work here. She also shared some of our sustainability goals and initiatives:

- Sustainability vision - divert landfill waste by 95% by 2025; most rigorous goal in country
- Waterhub - takes in 40% of blackwater usage
• Farmers market every Tuesday from 11-3
• Educational gardens project
• Oxford farm

Finally, Eri Saikawa described Emory as a place within the greater Atlanta metropolis, as a place of community education, as a place of outreach, and a place of international impact. She highlighted some of the ways we serve as the place of education, outreach, and an international partner:

• Teaching and integration at Atlanta science festival
• They teach in tucker middle school about air pollution, create the instruments (also a part of Atlanta science festival)
• One of 60 American university to send delegate to UN climate change conference, since December 2014 (in Paris 2015 and in Marrakech in 2016, Bonn ’17)
• Emory climate organization, Climate Week
• Climate chats to learn about climate initiatives, February 27, 6-8pm
• Mock UN delegation on climate change event for adults soon

The following questions were asked by council reps at the meetings:

*How can we learn more about Briarcliff campus and showcase the grounds?* Gary Hauk is currently writing a new book that will include the Briarcliff campus history.

*Is Emory a part of the “we’re still in” movement with regard to the Paris agreement?* They’re drafting a letter to give to president and have people sign in university to petition to be part of “we’re still in” with other universities.

*Are there videos of Emory history?* — Gary does 2 tours a year, but no, no series yet, but that’s a great idea. He’ll mention it to traditions and history committee.
COUNCIL MEMBER SPOTLIGHT

Clevevoya Jordan

Clevevoya is an Employee Assistance Clinician II with the Emory Faculty Staff Assistance Program (FSAP), Human Resource Division. She has been with FSAP for a little over 7 years. Clevevoya provides individual, couples and family counseling services to Emory employees. Clevevoya also provides Education and Outreach Services, which includes providing FSAP Overviews, Stress Management Workshops and Critical Incident Response Debriefings. At the FSAP, Clevevoya serves as the Social Outreach and Wellness Committee Chair, which focuses on promoting team engagement and recognition. Clevevoya is a member of the International Association of Employee Assistance Programs in Higher Education, where she served as Board Secretary for the past two years and currently serves on the Membership Committee and Chair of the Education Committee.

In her free time, Clevevoya enjoys traveling with friends and family, event planning and dancing. The highlight of her life is her 13-year-old son, who shares in her passion of participating in Community Service Projects throughout metro Atlanta. Clevevoya has been with Employee Council for the past 4 years. Lastly, she enjoys her current position as Parliamentarian, which she’s held for the past 3 years. Clevevoya has a strong passion for serving others at Emory, in the local Atlanta community and nationally.

Sean Liang

Sean is a Manager in the University Internal Audit in the Internal Audit Division, located at the 1599 Clifton Rd Building. This division is the smallest at Emory with just 12 full-time employees. Sean has been at Emory University for 3 years conducting audits and investigations throughout Emory’s units. He also provides consulting services to departments and division.

Sean enjoys being part of the Employee Council and is excited to share that he and his wife are expecting their first child!
SAVE THE DATE

HOSTED BY EMORY EMPLOYEE COUNCIL

The Employee Council will be hosting President Claire Sterk and her Leadership Team at our April 23, 2018 Employee Council Meeting.

MONDAY, APRIL 23RD, 2018
11:30AM - 12:30PM
GOIZUETA FOUNDATION CENTER W525
PLEASE JOIN US AND BRING A GUEST
Dear Emory University Faculty, Staff & Students:

Emory University is committed to the health and well-being of its faculty, staff, and students. Federal regulations, including the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act, mandate that Emory maintains an Alcohol and Other Drugs (AOD) Policy and distribute such policy to all faculty, staff and students. These laws also mandate that Emory provides all faculty, staff and students with an annual statement that includes: (1) standards of conduct; (2) a description of the applicable legal sanctions for the unlawful possession or distribution of illicit drugs and alcohol; (3) a description of the health risks associated with the use of illicit drugs and the abuse of alcohol; and (4) a description of drug or alcohol counseling, treatment, rehabilitation or re-entry programs that are available. Each of these components is included in the Emory Alcohol and Other Drug Policy http://policies.emory.edu/8.8, as well as described below.

Members of the Emory community are responsible for being fully aware of Emory policy, as well as local, state, and federal laws regarding the use of alcohol and other drugs. Alcohol and drug misuse and abuse can be detrimental to one’s overall physical, mental and emotional health, as well as academic and/or professional work performance.

Any Emory University faculty or staff member or student who violates any of the Standards of Conduct in the Emory Alcohol and Other Drug Policy shall be subject to corrective disciplinary actions and penalties up to and including expulsion from university academic programs, termination of employment, and referral to the appropriate federal, state or local authorities for prosecution in the courts. Depending on the nature of the infraction, alleged violations of this policy by an individual student shall also be referred to the Office of Student Conduct, or the appropriate school’s conduct body.

If you or someone you know needs assistance because of alcohol and/or other drug use, Emory has several programs that provide education, consultation, assessment, counseling, and referral support in a professional environment that respects individual confidentiality and promotes overall health for faculty, staff and students.

- **For Atlanta-campus students:** Office of Health Promotion (404-727-0395); Counseling and Psychological Services (CAPS) (404-727-7450); Student Health Services (404-727-7551)
- **For Oxford-campus students:** Counseling and Career Services (770-784-8394)
- **For faculty and staff:** Faculty Staff Assistance Program (FSAP) (404-727-4328). FSAP also has an anonymous, online, self-assessment tool for alcohol abuse and other concerns that provides confidential, immediate feedback and recommended treatment information. We encourage you to take advantage of this free, online service at www.MentalHealthScreening.org/screening/EMORY.

In the event of an alcohol emergency or drug overdose on campus, please call Emory EMS at 404-727-6111; if off campus, please call 911.

Thank you for your attention to this important information. If you have any questions, please do not hesitate to contact us.

Sincerely,

Marilyn Hazzard Lineberger, PhD                        Suzanne Onorato, EdD
Director of FSAP Services                                Assistant Vice President, Community
Faculty Staff Assistance Program (FSAP)                  Campus Life
Requirements for the Alcohol and Other Drug Notice

1. Standards of Conduct

   • All Emory University faculty, staff and students are prohibited by the University from unlawfully using, possessing, manufacturing, dispensing or distributing alcohol, controlled substances or illegal drugs on University-owned property or at University-sponsored activities.
   • Emory University expects all of its faculty, staff and students to comply with any applicable federal, state or local laws pertaining to the use, possession, manufacture, dispensation or distribution of alcohol, controlled substances, or illegal drugs.

2. Legal Sanctions

   Information on applicable legal sanctions under local, State or Federal law for the unlawful possession or distribution of illicit drugs and alcohol is available in Emory Policy 8.8 and includes but is not limited to:

   **Alcohol:**
   • Possession or use of alcoholic beverages by persons under 21 years of age, or distribution of alcoholic beverages to persons under 21 years of age, is prohibited.
   • Furnishing alcoholic beverages to persons who are underage or intoxicated is prohibited.
   • The sale of alcoholic beverages without a license is prohibited. The sale of alcoholic beverages within 100 yards of a college campus in the State of Georgia is also prohibited, unless such license was in existence prior to July 1, 1981. "Sale" includes charging admission to any activity where alcoholic beverages are served, even if the beverage is “free” to those who have gained admission.
   • Public intoxication and possession of an open container of an alcoholic beverage in public are prohibited in the State of Georgia.

   **Controlled Substances/Illegal Drugs:**
   • It is illegal and prohibited by the university for an individual to manufacture, possess, use, dispense, sell or distribute controlled substances or illegal drugs (as defined by state and federal law).

   **False Identification:**
   • It is illegal and prohibited by the university for an individual to provide false name, address or date of birth for the purpose of acquiring alcohol or other drugs. Members of the Emory community who allow their identification to be used by others to obtain alcohol or other drugs are also subject to disciplinary consequences.

   **Sanctions and Penalties:**
   • Any member of the Emory University faculty, staff or student body who violates any of the Standards of Conduct shall be subject to corrective disciplinary actions and penalties up to and including expulsion from university academic programs, termination of employment and referral to the appropriate federal, state or local authorities for prosecution in the courts.
   • Depending on the nature of the infraction, alleged violations of this policy by an individual student shall also be referred to the Office of Student Conduct, Student Health Services, other appropriate programs or the appropriate school’s conduct body. The Office of Student Conduct shall have the authority to make appropriate referrals and to impose on undergraduate students and student organizations such sanctions for violations of the policy as it may deem appropriate, including but not limited to participating in educational programs, parental notification and/or loss of privileges.
   • Depending upon the nature of the crime, persons convicted of violating federal and state laws prohibiting the unlawful use, possession, dispensation, and distribution of alcohol, controlled substances, or illegal drugs may face stiff sanctions such as heavy fines; incarceration for various periods of time, including life; forfeiture of assets; or suspension or loss of driver’s, business or professional licenses. Federal, state and local officials are responsible for enforcing these laws and any sanctions for such crimes will be determined by courts. The university does not manage the criminal process but will cooperate with legal authorities in a manner consistent with its legal obligations.
   • Section 484(r) of the Higher Education Act states that a federal or state drug conviction can disqualify a student for Federal Student Aid funds. As of the effective date of the policy, the period of ineligibility depends on whether the conviction was for sale or possession during a period of enrollment in which a student received federal student aid and whether the student had previous offenses, ranging from one year to an indefinite period of time. A student regains eligibility the day after the period
of ineligibility ends, when he or she successfully completes a qualified drug rehabilitation program, when he or she successfully passes two unannounced drug tests conducted by a qualified drug rehabilitation program; or if a conviction is reversed, set aside or removed from the student’s record so that fewer than two convictions for sale or three convictions for possession remain on the record. The Office of Financial Aid has additional information available here: http://studentaid.emory.edu/documents/misc/Federal%20Financial%20Aid%20Penalties%20For%20Drug%20Convictions

Additional information regarding state and federal penalties is available via links in the policy as well:

- Penalties for Violation of Georgia Controlled Substance and Dangerous Drug Laws: http://compliance.emory.edu/documents/GAControlledSubtancePenalties.pdf


Drugs of Abuse (2017 Edition) - DEA.gov / Home

www.dea.gov

3. **Drug or Alcohol Counseling, Treatment, or Rehabilitation or Re-Entry Programs**

*Emory’s Alcohol and Drug Abuse Policy notes that:*

- The university sponsors several programs that provide information and professional services for its faculty, staff and students on matters related to the misuse and abuse of alcohol and drugs. These programs provide education, consultation, assessment, counseling and referral in a professional environment that respects individual confidentiality and integrity. The university maintains the Faculty Staff Assistance Program (FSAP) (404.727.4328) for faculty and staff; and the Counseling and Psychological Services (CAPS) (404.727.7450) and the Office of Health Promotion (404.727.0395) for students. Augmenting these formal programs, a variety of other campus programs and services educate and assist individuals who take the initiative to help themselves. Please see Related Links for additional information on these services.

- Common to all of these programs is the ethic that personal responsibility and professional guidance are keys to success. Therefore, the university expects its faculty, staff, and students to take measures to prevent alcohol and drug misuse and abuse in the community. The university also encourages its members to seek assistance from the above programs if they think that they may have a problem with alcohol or drug use.

4. **Health Risks Associated with Alcohol and Other Substance Use**

- The scope and impact of health risks from alcohol and drug misuse and abuse are extensive and well documented, ranging from mood-altering to life-threatening, with consequences that extend beyond the individual to classmates, co-workers, family, friends, organizations and society at large. The University, therefore, conducts regular programs to educate its faculty, staff, and students that the misuse and abuse of alcohol and other drugs alters behavior, distorts perception, impairs thinking, impedes judgment and sabotages opportunity. Alcohol and drug abuse also may result in deterioration of physical health by causing or contributing to various diseases, illnesses, birth defects and even death. In addition, substance use negatively impacts health and wellness. Please see Drugs of Abuse – Uses & Effects, for additional information.

- Recent research has highlighted risks of polydrug use a.k.a “mixing” alcohol with prescription medication, marijuana or other drugs.

- One’s tolerance for alcohol and other drugs is impacted by one’s environment. In new settings or with new people, a person may feel the effects of substance use much earlier or more acutely than in previous, familiar settings. Postponing or avoiding the onset of alcohol or marijuana use has positive benefits for one’s ability to learn, retain and apply knowledge as well as for one’s overall mood and wellbeing.
OPEN HOUSE
THURSDAY, MARCH 29
NORTH DECATUR BUILDING
1784 N. DECATUR RD
SUITE-G-01 ATLANTA, GA 30322
FACULTY/STAFF: 3:00 PM - 5:00 PM
STUDENTS: 5:30 PM - 7:30 PM
FREE PIZZA! 5:30-7:30
MEET OUR GREAT TEAM
@EMORYPOLICE
WANT TO LEARN MORE ABOUT EMORY'S NEW WASTE POLICY?

Emory has a new waste policy with new equipment, signage, and labeling. What now? Come to our monthly information sessions hosted by Emory Campus Services - Emory Recycles and the Office of Sustainability Initiatives to get your questions answered!

GET ANSWERS FOR THESE QUESTIONS AND MORE:

- What is the new Emory waste policy and why do we have one?
- Where can I get information about questionable items to recycle or compost?
- What if I don’t know where to place an item or which bin to use?
- Why did Emory standardize equipment for landfill, composting, and recycling?
- Why do I have to service my own desk-side container?

WHERE:
Woodruff Library, Main Level Foyer

WHEN:
9 – 10 am, 1 – 2 pm, 3 - 4 pm
On the Following Dates:
February 15, 2018
March 15, 2018
April 19, 2018
May 17, 2018
June 21, 2018

CONTACT:
deena.keeler@emory.edu
emorysustainability@emory.edu
Carlos Museum

Invite your friends & family* to visit the Michael C. Carlos Museum for free. In 2019 the Michael C. Carlos Museum will celebrate the 100th anniversary of its formal founding at Emory University’s Atlanta campus. The Carlos Museum is planning a series of exhibitions, programs, and special events as part of the centennial year and will offer 100 free days to celebrate this important milestone. One hundred free admission days are scheduled between now and 2019 as a way to thank the community whose support has played such a significant role in the story of the Museum’s success. [http://carlos.emory.edu/sites/default/files/shared-files/100freedaysupdate2017.pdf](http://carlos.emory.edu/sites/default/files/shared-files/100freedaysupdate2017.pdf)

*admission is always free for Emory faculty, staff, and students with Emory ID.

Move More Challenge

The Move More Challenge continues through April 29, 2018 and it’s not too late to join in the fun!

**How to Get Started**

- **JOIN** Healthy Emory Connect.
- Connect your [favorite device](http://) (you can participate with a number of activity tracking devices including Fitbit, Apple Watch, and Garmin)
- Create or join a team. Teams can have between 1-10 people.
- Start moving more! Accumulate steps for points towards your medical plan incentives, plus an opportunity to win fantastic prizes! [View prizes.](http://)

Visit [www.emory.edu/movemore](http://www.emory.edu/movemore) for additional information or contact [healthyemory@emory.edu](mailto:healthyemory@emory.edu) with questions.