



EMORY  
UNIVERSITY

Employee Council

## February 2019 Newsletter

### Table of Contents

- September 2018 - January 2019 Meeting Recap
- Council Member Spotlight: Paul Ficklin-Alred & Taiwana Mearidy
- Save the Date- Leadership Social
- Staying Connected



*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/about/index.html>

# Employee Council Representatives Meeting Summary

The theme for this year is *2020 Vision: Looking Ahead to 50 Years of Emory Employee Council*.

## September

September 24, 2018, 11:30 am – 1:00 pm

Rollins School of Public Health

### **Topics:**

#### ➤ **Emory Experience Initiative**

Del King, Vice President, Human Resources

Theresa Milazzo, Vice President, Human Resources

#### ➤ **Visioning Session, Part 1: Where We've Been**

Paula Gomes, Executive Director, Faculty Staff Assistance Program

Randall Lucius, Director, Organizational Development, Human Resources

### **Emory Experience Initiative**

Del King and Theresa Milazzo shared information about a university-wide survey that is being conducted with the assistance of a leading consulting firm, Mercer. The goal of the survey is to help Human Resources understand the value of our benefits and rewards programs to our faculty and staff and their families, so Emory can continue to deliver programs that meet all of our needs. The survey is 100% confidential and will be administered securely online by Mercer. Results will be analyzed, aggregated and shared with leaders at Emory University, but no one from Emory will have access to anyone's individual results.

### **Visioning Session, Part 1: Where We've Been**

Paula Gomes and Randy Lucius led employee council representatives through a SWOT analysis process to help the group identify its Strengths, Weaknesses, Opportunities, and Threats. The goal of engaging in this process is to help provide focus and direction for developing an Employee Council vision that can help guide future work of the council as we are looking ahead to the future.

## October

October 22, 2018, 12:00 pm – 1:00 pm

Winship Cancer Institute

### **Topics:**

- **Big Brothers Big Sisters of Metro Atlanta**  
Zach Nikonovich-Kahn, Director of Volunteer Recruitment
- **Emory Strategic Plan**  
Dan Gordon, Emory Chief Engagement Officer

Zach Nikonovich-Kahn provided an overview of Big Brothers Big Sisters of Metro Atlanta and explained their need for new volunteers. The vital mission of this organization is to recruit volunteers to become mentors to children facing adversity, and to defend their potential. He explained that it is a commitment that can be a positive, transformative opportunity for both “the big and the little.” There is an orientation, an application, an interview, training and then a match meeting. The intention is for this relationship to last at least a year, with get-togethers at least twice a month. There are also “Big Couples,” where you and your partner can share the experience and take turns with outings OR have all three of you enjoy time together. It’s about spending quality time with opportunity for conversation and fun. [Click this link for more information on Big Brother Big Sister.](#)

Dan Gordon, Emory’s new Chief Engagement Officer, shared information about his new role at Emory and how it fits with the new Emory Strategic Framework. His primary responsibility is to Pillar 4 of this framework-- Atlanta as a Gateway to the World—which aims to unleash Emory and Atlanta's shared future to mobilize change for the world. Dan explained that Emory University and Emory Healthcare are both set for significant changes with building, renovating, and expanding to enhance our relationship with Atlanta and serve the world of global communities. He engaged the group to understand how we believe Emory is perceived in the community, how we are making an impact, and what issues we face being part of Atlanta. This effort will continue to develop over the next several months by way of focus groups, survey results, and more. Ways we all can help this effort are to participate in community events and be a positive supporter of Emory and Atlanta.

Contact info: [dan.gordon@emory.edu](mailto:dan.gordon@emory.edu)

## November

November 26, 2018, 12:00 pm-1:00 pm  
Center for Ethics

### **Topics:**

#### ➤ **Talent Management**

Wanda Hayes, Senior Director, Learning and Organizational Development, Human Resources

#### ➤ **Emory Master Plan**

David Payne, Senior Director of Business and Administrative Operations  
Robin Morey, Vice President for Planning and Chief Planning Officer

### **Talent Management**

Wanda Hayes spoke about the growth in leadership development programs at Emory in the past 10 years and plans for the future. “Talent Management” has become a very important activity at Emory to retain, recognize and develop employees who demonstrate promise and to establish a pipeline of successful leaders for the future. Some of the challenges we face are that we are large & decentralized, have multiple cultures, and lack of a formal talent management system. To address this, Emory is looking closely at succession planning within the organization and assessing our current talent to identify high potential/high performance staff. Emory has a number of programs to help leaders grow and develop including Aspiring Leaders, Emerging Leaders, and Excellence Through Leadership. There are supervisor and manager programs that can be signed up for, while other programs require a nomination: [for a full list and more information](#).

Wanda provided tips for what all employees can do to grow and develop at Emory:

- Make sure you are performing at your best
- Create act on and edit professional development plans every year
- Have conversations with your leader
- Take advantage of development opportunities
- Find mentors

### **Emory Master Plan**

Robin Morey and David Payne spoke about the Emory master planning process that is underway. They first discussed the staff engagement survey that provided an opportunity for all staff to provide input into the process. They next discussed the guiding principles for the master plan and the schedule by which they intend to complete this first phase of the project. A few specific Emory locations that were discussed include:

- Midtown: Looking at the existing footprint to see how we can invest in it; A new hospital tower is scheduled to be built along with a new 3,000 space parking garage; there is a vision to be connected, walkable, patient centered, vibrant and holistic with integration with “the Stitch”.
- Executive Park: Presently healthcare focused but is there an opportunity to make this more broadly Wellness focused – a Live/Work/Play environment that promotes interaction to inspire new and innovative ideas.
- Oxford: Expand research opportunities; implement solar farms; be intentional use of real estate to make it more walkable.
- Druid Hills: The Italian villa concept is historic—how can we stay true to this look & feel; opportunities to improve space management--private offices are too big, need touch down spaces for people that telecommute, flexible meeting spaces, more dining areas for employees and students to eat easily, improved parking.

#### Questions to take away

- What’s most lacking from the Emory staff experience?
- What innovations do you foresee in the workplace environment?
- What is the right balance of place based vs. telecommuting?
- How do we create a “One Emory” culture amid the various academic and administrative units?

Visit the [website](#) to learn more about the framework planning process.

## December

December 17, 2018, 11:45 am – 1:15 pm

Carlos Museum

### ➤ *Holiday Party*

Members of Employee Council and their invited guests enjoyed a holiday celebration at the Carlos Museum. They were entertained with the talents of council members and enjoyed a fun game of Emory trivia.



## January

January 28, 2019, 12:00 pm- 1:00 pm

Grady, Steiner Auditorium

➤ **Ethics and Engaged Professionalism Project**

William Sexson, MD, Associate Dean for Clinical Affairs, School of Medicine

➤ **Food as Medicine: A Collaborative Partnership**

Jada Bussey-Jones, MD, Chief of General Medicine and Geriatrics for Emory at Grady

### **Ethics and Engaged Professionalism Project**

Dr. Sexson spoke with the employee council about Ethics and Engaged Professionalism Project (E2P2) which has a vision that all professionals will engage collaboratively to improve their communities and the lives of those who live there.

E2P2 provides training and resources for professionals of all types and experience levels in the areas of Legislative advocacy and policy, Community engagement, Leadership, and Ethics and professionalism. He is hoping to expand this program at Emory and work across silos that currently exist.

### **Food as Medicine: A Collaborative Partnership**

Dr. Bussey-Jones provided information about a pilot study that has been underway at Grady that provides prescriptions for fresh produce to patients in one of the Type 2 Diabetes clinics.

Following the success of this pilot program, they are going to soon be expanding to add a “Food Pharmacy” at Grady that will be in the site of the former McDonald’s. This site will be a “one stop shop” for patients experiencing food insecurity. They will be able to pick up produce and pantry staples, get healthy recipes, apply for SNAP benefits and attend cooking demos and classes in the teaching kitchen. Additionally, this site will have healthy grab-and-go items for sale for non-patients. This program is in partnership with Open Hand Atlanta and the Atlanta Community Food Bank.



## Member Spotlight

### Paul Ficklin-Alred

Paul Ficklin-Alred is our 2018-19 Employee Council President. He is a Senior Program Coordinator, Faculty Administration in the School of Medicine. Paul has been at Emory for seventeen years- eleven at the Center for Ethics, and six in the School of Medicine.

In his current role, Paul helps coordinate the faculty appointment, promotion and tenure process in the School of Medicine Faculty Administration office.



Outside of Emory, Paul says that he and his wife are dealing with “empty nest syndrome.” Their daughter is living independently, and their son is in his second year at Mercer in Macon. To fill his time, Paul says he is trying to focus on personal fitness and remind himself that he shouldn’t “eat like a teenager anymore”. The Atlanta Bike Challenge and the Move More Challenge have been very helpful in increasing his activity level.

Prior to serving as President of Employee Council, Paul served one year as the President Elect and has also served as Employee Council Historian.

### Taiwana Mearidy

Taiwana is the Assistant Director in the Department of Graduate Medical Education in the School of Medicine at Emory University. Taiwana has completed 10 years of service in Graduate Medical Education. Taiwana joined the department as an Administrative Assistant and was promoted to Assistant Director in 2015.

Taiwana works closely with the Associate and Assistant Dean for Graduate Medical Education to ensure 106 residency and fellowship training programs are training the medical trainees in accordance to the standards of our accrediting body, ACGME (American Council for Graduate Medical Education). Taiwana is the ACGME Institutional Review Coordinator who works in partnership with each training program to ensure they are meeting the specialty-specific guidelines and requirements set forth by ACGME. Taiwana’s other roles consist of overseeing affiliation and program letter agreements between each residency/fellowship program and their training sites, managing program budgets with training sites, coordinator for the GME Committee, liaison for residents and fellows, and supervises four amazing Emory employees.

This is Taiwana’s second year serving on the Council. Her free time is spent involved in ministry at her church, gardening, reading, and spending time with her new granddaughter and her two dogs, Chase and Nova. Taiwana is proud to be a member of the Employee Council and is looking forward to continued membership and involvement in one of the Council Subcommittees.



**Save the Date**

**Spring Leadership Social  
Monday, April 22, 2019**

---



**Stay Connected to Employee Council**

**Website: <http://www.employeeCouncil.emory.edu/index.html>**

** Facebook: @EmoryEmployeeCouncil**