

# Employee Connection

PUBLISHED FOR THE AGNES SCOTT FACULTY AND STAFF

VOL. 1, ISSUE NO. 1

## MARK YOUR CALENDARS

### Saturday, Sept. 21

- Senior Investiture.
- "Una Noche Baja las Estrellas" A Night Under the Stars—A Celebration of Hispanic Culture, 5-10 p.m., Woodruff Quadrangle. Free admission.

### Friday, Sept. 27

- *Behind the Broken Words* with Roscoe Lee Browne and Anthony Zerbe, 8 p.m., Presser Hall. Employees get two free tickets and may purchase more at the discounted rate.

### Friday, Oct. 18

- Fall holiday, campus closed.

### Thursday-Friday, Oct. 24-25

- Board of Trustees meeting.

### Friday, Oct. 25

- Institutional Advancement staff meeting, noon, place TBA.

### Friday-Saturday, Oct. 25-26

- *The Memorandum* performed by the Blackfriars, 8 p.m., Winter Theatre, Dana Fine Arts Building.

### Sunday, Oct. 27

- *The Memorandum*, 2 p.m., Winter Theatre, Dana Fine Arts Building.

### Thursday-Friday, Nov. 1-2

- *The Memorandum*, 8 p.m., Winter Theatre, Dana Fine Arts Building.

### Sunday, Nov. 3

- *The Memorandum*, 2 p.m., Winter Theatre, Dana Fine Arts Building.

### Saturday, Nov. 16

- ALAN, Irish Music Band, 8 p.m., Presser Hall.

### Sunday, Nov. 24

- Chorale and Orchestra concert.

### Thursday-Friday, Nov. 28-29

- Thanksgiving Holiday, campus closed.

### Saturday, Dec. 7

- Children's Christmas Party, 1 p.m., place TBA.

### Monday, Dec. 9

- Last day of classes.

### Tuesday-Wednesday, Dec. 10-11

- Reading days.

### Thursday-Tuesday, Dec. 12-17

- Final exams.

### Monday-Friday, Dec. 23-27

- Christmas Holidays, campus closed.

## College Gets Grant to Study Massive New Stars

With a \$172,000 grant from the National Science Foundation, Agnes Scott astrophysicists will use data from the National Radio Astronomy Observatory to study regions of ionized gas that surround young, massive stars.

Upon its conclusion in three years, the project will have identified new morphological types and physical characteristics (temperature, density, and gas motion) of nearly 100 regions where stars form in the spiral arms of our galaxy. Also, the project will produce two- and three-dimensional computer models of the evolution of HII regions, clouds of hot gas that surround young massive stars.

In addition, the grant will fund the preparation of education and outreach materials to be disseminated by NRAO to explain the process of star formation and the evolution of the environments of young massive stars to teachers, students and amateur astronomers.

Wrote one of NSF's reviewers: "The work itself would attack significant areas of our ignorance in star formation...."

Massive stars are typically five or more times the size of the sun. The sun is classified as a low-mass star. Low mass stars like the sun can live for more than 10 billion years. In comparison, massive stars last only about 10 million years—a mere flash in the galactic pan.

Yet, most of the chemical elements beyond iron on the periodic table only can be formed in the deaths of these massive stars (called supernova explosions). Their violent ends both synthesize and distribute these elements throughout the galaxy. The debris of these explosions eventually coalesces into a new generation of stars and planets. "There is a bit of some long dead massive star in each of us," says project director, Chris De Pree, assistant professor of physics and astronomy.

His project colleagues include David Wilner at Harvard's Center for Astrophysics and John Blondin from North Carolina State's Department of Physics and Astronomy. Wilner provides expertise in imaging and data reduction, and Blondin brings expertise in computer modeling. De Pree, as principal investigator on the grant, coordinates the work of collaborators and Agnes Scott students.

## Athletics Department Welcomes Softball and Volleyball Coaches

Agnes Scott College welcomes softball coach Jim Hilleary and volleyball coach Darrow "Singo" Johnson.

Hilleary comes to the College from Cincinnati, Ohio, where he taught high school government and sociology for 32 years at Amelia High School. The softball season begins in February.

"Georgia is a change. I like it. My family is here and now I am closer to them," Hilleary said. "I'm learning new roads and meeting people, and I'm looking forward to working at Agnes Scott."

Johnson brings to the Scotties almost 10 years of coaching with the USA State Co-ed Team from 1996-1999 and the men's and women's USVBA volleyball teams from 1993-2001. Johnson has competed for four years in the European Classic Volleyball Tournament, winning the last three. He is also a management analyst for the Centers for Disease Control.

"My initial concept of the team is that they have big volleyball hearts. That's the most important thing," said Johnson, whose season began Aug. 30. "As a coach, I can give them the rest. They have great potential."

## FACULTY NEWS

### ARTS

• Martha Bishop, artist affiliate in cello, viola da gamba and composition, composed *Suite No. 2* for two bass viola da gambas in North Carolina for the Fourth of July. *Suite No. 2* is also being published by PRB Publications. She served on the faculty of the Mountain Collegium July 1-6 in Young Harris, N.C., and the Viola da Gamba Society of America Conclave July 21-28 in Rindge, N.H. Bishop was also the music director for the Amherst Early Music Workshop July 28-Aug. 13 in Storrs, Conn.

### HUMANITIES

• Eileen Cooley, associate professor of psychology, was one of three editors for *Pathways to prominence in neuropsychology: Reflections of twentieth-century pioneers*, which was published in July by Psychology Press (New York).

• Richard Parry, Fuller E. Callaway Professor of Philosophy, had his paper "Platonic Virtue Ethics and the End of Virtue" published in July in the *History of Philosophy*, Vol. 19.

• Hong Qu, assistant professor of religious studies, presented a paper on "Impact of Islamic Family Law on Malaysian Muslim Women," at the "Globalizing Asia: Shifting Identities and Continuities" conference, sponsored by the Ford Foundation and the Asian Scholarship Foundation. The paper dealt with polygamy, divorce and zina—issues closely related to Muslim women's status and legal rights in contemporary Malaysia.

• Laura Sugg, Julia Thompson Smith Chaplain and assistant professor of religious studies, had a devotion/prayer regarding September 11 published in the new edition of *Strength for Service to God and Country* (Providence House Publishers).

• Rafael Ocasio, associate professor of Spanish, published "La Novela de mi vida" and "Reinaldo Arenas, aunque anochezca: Textos y documentos" in the July/August issue of *Criticas*.

### SCIENCE AND MATHEMATICS

• Robert A. Leslie, associate professor of mathematics, presented "Elementary Statistics International Travel Lab Component" and participated in the "Statistics as a Service Subject in First Level Courses" session at the International Conference on the Teaching of Statistics in Capetown, South Africa.

• Larry Riddle, professor of mathematics, supervised the grading of 200,000 Advance Placement calculus exams as the chief reader for the AP calculus program June 3-16 at Colorado State University. He also presented the results of the 2002 AP calculus exams at the first AP National Conference, a gathering of the AP teachers, administrators, college and university faculty and legislators.

## STAFF PROFILE

### Susan Haymore, Records Coordinator, Office of Development

- At Agnes Scott: Two years.
- What is your job? Process all gifts to the College and maintain biographical information in our database on all alumnae. Process memorial and honorary gifts and prepare list for publication in *Main Events*.
- What is your favorite thing about Agnes Scott? The Dining Hall of course! Oh, and the people too!
- What are your interests and hobbies? John Denver, hiking (plan to thru-hike the Appalachian Trail in 2006), collecting albums (the real ones), spending time with my teenage boys.
- What do you do away from the office? Volunteer, travel, go to concerts, play cards with my boys.
- Any volunteer activities? Hagar House three times a month; Trees Atlanta every Saturday that I can; Rivers Alive every year; and road cleanups.

I am the co-president of the Southeastern Windstar Connection nonprofit connection group of the Windstar Foundation, an international organization committed to "inspir[ing] individuals to make responsible choices and take direct actions to achieve a peaceful and environmentally sustainable future." Windstar's focus is on education and children. We are bringing Windstar's EARTHCamp for rising fourth-, fifth- and sixth-grader to Woodstock next summer.

• Why? "For the children and the flowers are my sisters and my brothers. Their laughter and their loveliness would clear a cloudy day. And the song that I am singing is a prayer to nonbelievers. Come and stand beside us we can find a better way." —John Denver

## HEALTH INSURANCE TIP

### Blue Cross and Blue Shield Coverage Travels With You

Blue Cross and Blue Shield's Blue Plan membership gives you choices because more than 85 percent of all doctors and hospitals in the United States contract with Blue Cross and Blue Shield plans. Outside the United States, you have access to doctors and hospitals in more than 200 countries.

- Have your Blue Cross and Blue Shield Plan ID card handy.
  - Visit the BlueCard doctor and hospital finder at [www.BCBS.com](http://www.BCBS.com) for directions.
  - Call BlueCard Access at 800 810-BLUE for the names and addresses of doctors and hospitals in the area where you or a covered dependent need care.
  - If you're a PPO member, use a BlueCard PPO doctor or hospital to make sure you receive the highest level of benefits.
  - In most cases, you can take advantage of savings the local Blue Plan has negotiated with local doctors and hospitals. You should not have to pay more than these negotiated rates. Also, you should not have to complete a claim form or pay for your health care services, except for out-of-pocket expenses, such as non-covered services, deductible, co-payment and coinsurance.
- Around the world:** Like your passport, you should carry your Blue Cross and Blue Shield Plan ID card when you travel or live outside the United States. Follow the same process with these exceptions:
- In most cases, you should not need to pay up front for inpatient care at BlueCard Worldwide hospitals. You are responsible for the usual out-of-pocket expenses (non-covered services, deductible, co-payment and co-insurance). The hospital should submit your claim.
  - You pay the doctor or hospital for inpatient care at non-BlueCard Worldwide hospitals, outpatient hospital care and other medical services. Then submit a completed international claim form to the BlueCard Worldwide Service Center. Forms are available from your plan or online at [www.BCBS.com](http://www.BCBS.com).
  - You can call 800 810-BLUE or collect at 804 673-1177, 24 hours a day for data on doctors, hospitals and health care professionals or to receive medical assistance.
  - A medical assistance coordinator in conjunction with a medical professional will make an appointment with a doctor or arrange hospitalization, if necessary.
  - Coverage may vary for Blue Cross and/or Blue Shield plans so check your plan before leaving.

## STAFF NEWS

• Shane Entrekin is the new director of catering. He comes to Agnes Scott from The Atlanta History Center, where he ran the catering operation and The Coca-Cola Café. He has a degree in Culinary Arts from the Art Institute of Atlanta.

• Guy Antinozzi, a public safety patrol officer, is the co-author of *The Complete Idiots Guide to Criminal Investigation*, which was recently published by Alpha Books, Penguin Putman Publishers.

# Employee Connection

PUBLISHED FOR FACULTY AND STAFF

VOL. 1, ISSUE NO. 2

## MARK YOUR CALENDARS

Friday, Oct. 4

- Black Cat Junior Production, 7 p.m., Presser Hall.

Saturday, Oct. 12

- Sally Ride Science Festival.

Tuesday, Oct. 15

- Faculty Music Recital, 7:30-9:30 p.m., Maclean Auditorium, Presser Hall.

Friday, Oct. 18

- Fall holiday, campus closed.

Thursday-Friday, Oct. 24-25

- Board of Trustees meeting.

Friday-Saturday, Oct. 25-26

- *The Memorandum* performed by the Blackfriars, 8 p.m., Winter Theatre, Dana Fine Arts Building.

Sunday, Oct. 27

- *The Memorandum*, 2 p.m., Winter Theatre, Dana Fine Arts Building.

Wednesday, Oct. 30

- David Keightnely Lecture, China Historian, 6-9 p.m., Lower Evans Hall, Rooms ABC.

Thursday, Oct. 31

- Lunch-n-Learn session, "Dealing with Alzheimer's Disease," presented by John Thames and sponsored by BrownRichards Family Referral Service, noon-1:30 p.m., South Dining Room, Evans Hall.

Friday, Nov. 1

- *I Am Woman* Competition, 10 a.m.-noon, the Hub, Alston Campus Center.

Friday-Saturday, Nov. 1-2

- *The Memorandum* performed by the Blackfriars, 8 p.m., Winter Theatre, Dana Fine Arts Building.

Sunday, Nov. 3

- *The Memorandum*, 2 p.m., Winter Theatre, Dana Fine Arts Building.

Monday, Nov. 4

- Frank Ascione Lecture, Philosophy Department, 7:30-9:30 p.m., Lower Evans Hall, Rooms A&B.

Tuesday, Nov. 5

- Election Day.

Wednesday, Nov. 6

- Fall Budget Convocation, 10-11 a.m., Film Room G-4, Buttrick Hall.

Thursday, Nov. 7

- Global Perspectives: Lectures on Issues Surrounding Globalization, 4 p.m. and 7:30 p.m., Winter Theatre, Dana Fine Arts Building.

Friday, Nov. 8

- Global Perspectives: Lectures on Issues Surrounding Globalization, 10 a.m., Winter Theatre, Dana Fine Arts Building.
- Global Perspectives: Kashmir, Battleground of Competing Interest, 7:30 p.m., Gaines Chapel, Presser Hall.

## Co-workers Remember Darden

Those who knew Cora Theresa Darden remember she was always laughing and smiling. She was an outgoing person who "knew" everyone in her community. Darden died Aug. 27 after being hospitalized for a critical illness.

Pete Miller, food services director, agreed. "We were always teasing each other. Theresa laughed more than most people."

"I remember her as cheerful and loyal, and as a friend to all, especially to the students who saw her day in and day out in the dining hall," President Mary Brown Bullock '66 said. "We all still miss her."

"Theresa and I became friends in high school," said Laura Phillips, cashier at Mollie's Grill. "We went to the same dances and football games and got to know each other well. We even started working at Agnes Scott around the same time."

Another close friend was Mary Bolden, cashier and hostess at Evans. "I got to know her at work—we started at the same time, 32 years ago," Bolden said. "Theresa was such a sweet person who really enjoyed life."

Born on Dec. 9, 1949, Darden lived in Decatur all of her life. She began working at the College part time during high school and remained until her hospitalization. Most recently, she was a line server in Evans Hall. Her service at Agnes Scott totaled 32 years.

Darden was a devoted wife and mother of two. In addition to her family, most of Darden's energy and time was expended on her work. "She liked her job so much that I remember visiting her in the hospital and listening to her talk about going back to work," Bolden said. "She really loved it here—the people, everything."

Darden's friendships extended beyond her work hours. "The best memories I have of her are the times we would talk on the phone after work," said Betty Hart, baker. "We chatted about our husbands and friends. It was so much fun."

Her physical appearance was also important to Darden. "Re [Theresa] was always well made-up and had her hair done just so," Phillips said. "I went to see her the Friday before she passed, and I was surprised at how beautiful she looked. I told her she was so pretty, and she looked at me and said, 'Laura, you really love me, don't you?' She was so special to me. I miss her very much."

"Her funeral was attended by her large extended family, lifelong friends and by Agnes Scott faculty, administrators, staff and co-workers," said President Bullock of Darden's funeral held Aug. 31. "It was a tribute to her life, her faith and family."

Survivors include her husband, Nathaniel; their two children, Naeresa and Demetrius; two grandchildren, Candrea and Sanqweda; and her father, Robert Henry Price.

—Martha Gaston '04



Darden

## DONATIONS

A collection is being taken for the Darden family. Donations may be made to Mary Bolden in Evans Hall. Friends and family thank the Agnes Scott community for their love and support.

## HALLOWEEN IS JUST AROUND THE CORNER . . . ARE YOU READY?

Halloween is a few weeks away. Some tips:

- Make sure children can see and hear without impairment with the costume on.
- Apply reflective tape to the costume for motorist visibility.
- Make sure friends or at least one adult accompany children.
- Remind children to cross the street with oth-

ers. Go over crosswalk safety.

- Clear sidewalks and driveways of toys, hoses, tools and other items that children might trip over.
- Leave a light on for trick-or-treaters.
- Know where your child plans to trick-or-treat. Many malls and neighborhoods have planned routes for a safe Halloween experience.

## STAFF NEWS

- **Lee Dancy** is the new manager of news services in the Office of Communications. Dancy most recently worked for Matlock Advertising and Public Relations, where his accounts included Coca-Cola, *The Atlanta Journal-Constitution*, SCLC and Dell Computers. Dancy logged eight years as a newspaper journalist, including four years as a reporter and editor for the *Journal-Constitution*. He earned his bachelor's in political science at Eckerd College and a master's in journalism at the University of Missouri-Columbia.
- **Pam Boyd** moved from the Office of Admission to Academic Advising, where she is the office coordinator. She received her bachelor's in computer information systems from Georgia State University. She has been at Agnes Scott for a little more than a year.
- **Lara Alexander** is working in sports information for the athletic department while getting her master's in sports administration at Georgia State University. She received her bachelor's degree from the University of California-Santa Barbara (1999) in film studies and communications and a minor in athletic coaching and management.
- **Sue Clancy** is the family nurse practitioner at the Student Health Center. She has been Agnes Scott College for a year.
- Please remember **Lou Ghee** in Facilities and her family. Ghee's mother died Sept. 11.

## FACULTY NEWS

### ARTS

- **Sara Thompson**, adjunct instructor of theatre, served as a reviewer for *Acting: Onstage and Off* and received an acknowledgement in the recent third edition. The popular text was written by Robert Barton, an award-winning teacher of acting and head of the University of Oregon acting program.
- **Yvonne D. Newsome**, assistant professor of sociology, co-wrote and published an article, "Reversal of Fortune: Explaining the Decline in Black Women's Earnings," with F. Nii-Amoo Dodoo in *Gender & Society*, Vol. 16, No. 4. She also published "Transnationalism in Black-Jewish Conflict: A Study of Global Identification among Established Americans" in *Race & Society*, Vol. 14, No. 1. In August, Newsome also presented "'Paterollers' at the Gate: The U.S. Customs Service and the Racial Profiling of African American Women" at the annual meeting of the Association of Black Sociologists in Chicago.

### HUMANITIES

- **Betty Scott Noble**, assistant professor of education, participated in the Southern Association of Schools and Colleges review for the Woodward Academy Aug. 25-27.

## Environmental Actions Taken on Campus

The Environmental Action Committee has identified several problem areas in the campus environment and wrote a Campus Environmental Statement, which was adopted in May and can be found at [intranet.agnesscott.edu/Business\\_Finance/human\\_resources/ChildCare/](http://intranet.agnesscott.edu/Business_Finance/human_resources/ChildCare/)  
The College has taken these actions to improve the campus environment.

- Built a retention/detention pond to capture water runoff and reuse for campus irrigation.
- Set heating and air conditioning according to industry guidelines.
- Connected additional lighting systems to the College's centralized energy management system.
- Reviewed energy consumption during off-hours and adjusted schedules as needed.
- Designated specific smoking areas.
- Installing an aluminum recycling station in each building.
- Investigating the cost of purchasing goods made from recycled materials.
- Established active recycling programs throughout the campus.
- Use e-mail and voice mail when appropriate and reuse envelopes for campus mail.

## Childcare Issues for Agnes Scott Employees and Students

The Task Force on Childcare worked throughout 2001-2002 to search for ways to improve childcare for the staff, faculty and students. Several recommendations have been implemented.

- Human Resources will send regular e-mails to the campus community to advertise available services. Information will also be available through Employee Connection and on the Intranet.
- Single mothers will be moved to the top of the Avery Glen Apartments' waiting list.
- The consulting services of BrownRichards have been retained for 2002-2003, with the option to hold classes to certify individuals as babysitters.
- The College will have child-inclusive events such as the recent *Una Noche Bajo las Estrellas* and a children's holiday party Saturday, Dec. 7.
- The College has dissolved formal relationships with La Petite Academy and Children's World Learning Centers.
- A Childcare Registry folder now is located in Public Folders, where parents looking for babysitters or students offering their services may post pertinent information.

## REFERRALS

Need help finding childcare during the holidays?  
[referral@BrownRichards.com](mailto:referral@BrownRichards.com)  
404 352-8137 or 800 537-2153

## STAFF PROFILE: Margaret Franklin, Health Center coordinator

- **At Agnes Scott:** 10 months.
- **What is your job?** Front office administration work. I am in charge of publicity and correspondence for the health center and help with the health fair.
- **Where are you from?** Born and raised in Guyana, South America. I migrated to the United States in 1981 and lived in New York. Twelve years ago, I moved to Georgia.
- **Where did you go to school?** New York Tech, where I studied computer programming. I recently got a bachelor's of science in health care management from Clayton College.
- **Where else have you worked?** Merrill Lynch, as a copy editor and data processor.
- **What do you do in your free time?** What free time? I have two kids!
- **Favorite Quote:** "I can't choose how I feel but I can choose what I do about it."  
—Unknown

## TIAA-CREF News and Tips: Five Habits of Successful Investors

- **Set goals.** What do you want to accomplish: a \$500,000 nest egg or to buy your first home? Set a reasonable time frame and a monthly amount.
- **Tax-defer.** If a large nest egg is your objective, use tax-deferred products—401(k) plans, 403(b) plans, and IRAs—that allow you to invest more by paying fewer taxes. Compounded earnings are also tax-deferred. Some after-tax products such as Roth IRAs can help you to save money.
- **Try not to time the market.** Successful investors build wealth by regularly investing. Sign up for an automatic investment plan that transfers money from a checking account into an investment account to help you get started.
- **Diversify.** Balance your holdings and build a portfolio that includes different asset classes—stocks, bonds, money markets, real estate and guaranteed holdings. Diversified portfolios can help protect against volatile markets.
- **Pay attention to expenses.** Look at a company's track record, individual fund charges or loads (not all have them) and expenses. A \$100,000 investment, compounded at an annual rate of 8 percent for 25 years, would be worth \$152,000 less with 1 percent of accumulation taken for expenses.
- **Use TIAA-CREF's decision-making tools** on its Web site ([www.tiaa-cref.org/](http://www.tiaa-cref.org/)) to get recommendations about asset allocations, deciding how much to invest and determining what an investment may be worth in time.

# Employee Connection

PUBLISHED BIWEEKLY FOR FACULTY AND STAFF

VOL. 1, ISSUE NO. 3

## MARK YOUR CALENDARS

### Thursday-Friday, Oct. 24-25

- Board of Trustees meeting, Lower Evans Hall, Rooms ABC.

### Friday-Saturday, Oct. 25-26

- *The Memorandum* performed by Blackfriars, 8 p.m., Dana Fine Arts Building, Winter Theatre.

### Sunday, Oct. 27

- *The Memorandum*, 2 p.m., Dana Fine Arts Building, Winter Theatre.

### Monday, Oct. 28

- "The Road to Financial Health" seminar by the Consumer Credit Counseling Service, 10 a.m., Lower Evans Hall.

- "Conquering Credit Challenges" seminar by the Consumer Credit Counseling Service, 3 p.m., Lower Evans Hall.

### Wednesday, Oct. 30

- David Keightley Lecture, China historian, 7:30 p.m., Lower Evans Hall, Rooms AB.

### Friday, Nov. 1

- "I Am Woman" competition, 10 a.m.-noon, Alston Campus Center, The Hub.

### Friday-Saturday, Nov. 1-2

- *The Memorandum* performed by the Blackfriars, 8 p.m., Dana Fine Arts Building, Winter Theatre.

### Friday-Sunday, Nov. 1-3

- National Coalition Building Institute trainer's workshop.

### Sunday, Nov. 3

- *The Memorandum*, 2 p.m., Dana Fine Arts Building, Winter Theatre.

### Monday, Nov. 4

- Frank Ascione Lecture, philosophy department, 7:30-9:30 p.m., Lower Evans Hall, Rooms AB.

### Tuesday, Nov. 5

- Election Day. Go vote.

### Wednesday, Nov. 6

- Fall Budget Convocation, 10-11 a.m., Buttrick Hall, Film Room G-4.

### Thursday, Nov. 7

- Global Perspectives: Lectures on Kashmir, 4 p.m. and 7:30 p.m., Dana Fine Arts Building, Winter Theatre.

### Friday, Nov. 8

- Global Perspectives: Lectures on Kashmir, 10 a.m., Dana Fine Arts Building, Winter Theatre.

- Global Perspectives: Kashmir, Battleground of Competing Interests, 7:30 p.m., Presser Hall, Gaines Chapel.

### Saturday, Nov. 9

- Great Scott!

### Sunday, Nov. 10

- Chamber Recital: Cal Johnson, 3-5 p.m., Presser Hall, Maclean Auditorium.

## A Guide to Agnes Scott College's BlueCross and BlueShield Plans

Choosing a health care plan can be daunting. Agnes Scott College offers both a Health Maintenance Organization (HMO) and a Preferred Provider Organization (PPO) plan through BlueCross and BlueShield of Georgia.

In an HMO, members must see doctors within that plan's network of providers and some specialist visits require referrals. A PPO allows more flexibility, enabling members to visit doctors, hospitals and specialists that are in- or out-of-network.

In-network physicians are the preferred BCBS providers and generally have lower co-payments. Using out-of-network care, however, means members may choose the doctor they would like to visit with BCBS covering the majority of health care costs.

With PPOs, co-payment amounts (fixed rates for services) are based on the service and generally apply to in-network benefits. For instance, a physical examination has a \$15 co-payment. BCBS covers the rest of the charges.

Out-of-network PPO benefits are usually based on a percentage amount covered by the plan after the deductible is met.

A deductible is the sum PPO members must pay to the insurance provider before the provider covers a percentage of health care costs. The yearly deductible for an individual, either in- or out-of-network is \$300, while the family deductible is \$900.

After the annual deductible is met, those with out-of-network benefits generally pay for 30 percent of the cost for routine doctor visits. The annual deductible is waived for well-child care through age 5.

Other terminology to know is coinsurance and out-of-pocket expense maximum. Coinsurance is a specified amount a member pays in addition to the deductible for covered services.

For in-network members, this amount is 10 percent after the deductible, and 30 percent for out-of-network members. The out-of-pocket expense maximum is the total amount paid in a year after the deductible and does not apply to emergency room co-payments, mental health and substance abuse treatment, maternity co-payment and preferred provider care.

For an individual with the in-network PPO, that amount is \$1,000, while the total for an in-network family is \$3,000. The out-of-network expense maximums are \$3,000 and \$9,000, respectively.

Lifetime maximum benefit for members and families both in- and out-of-network is \$2 million.

### QUESTIONS?

Call BCBSGA at 800 441-2273 or 404 233-1649 or visit Human Resources

- **Next issue:** Frequently asked questions.

## Revised Budget Includes Raises

President Mary Brown Bullock '66 has announced that the revised budget for this fiscal year provides for pay increases effective Friday, Nov. 1.

There is an overall pool, which includes merit funds, of 3 percent budgeted for faculty and staff salary increases. The minimum wage for full-time employees will increase from \$9 to \$10.

Employees through grade 5 who have worked at Agnes Scott for at least five years and earn less than \$14 an hour will see pay increases of:

- 5 percent for those employed less than 10 years,
- 15 percent for those employed from 10 to 25 years and
- 25 percent for those employed more than 25 years.

"ASC's pay and benefits scale is competitive with the highest of other comparable institutions in Atlanta," Bullock said, "but 'compression' also is an issue—many of our employees have worked for the College many years without the opportunity for promotions."

The pay increases come despite uncertain economic times and the stock market decline, which has reduced Agnes Scott's endowment, Bullock said. "The administration and the trustees value the College's dedicated faculty and staff, however, and want to demonstrate their commitment through these pay increases both in spite of and because of these difficult times."

Bullock said the raises will be funded through additional cost controls in the College's operating budget, which includes hiring freezes placed on several open staff positions.

"I want to acknowledge everyone's hard work," she said. "Agnes Scott College's commitment to excellence is evident in the tenacity and pride each employee demonstrates through her or his work. I thank you for such serious commitment during challenging times."

—Martha Gaston '04

## FACULTY NEWS

### ARTS

• Roger Rothman, assistant professor of art history, gave a lecture on "René Magritte, or the Origins of Painting" at the High Museum of Art during the High Noon program on Oct. 2.

### HUMANITIES

• Isa Williams, director of experiential learning and assistant professor of women's studies, participated in the "New Approaches and Issues in Teaching Sociology: Strengthening Sociology and Women's Studies through Experiential Education: A Panel Discussion of Academic Programs and Courses that Blend Teaching, Research and Learning" roundtable discussion Aug. 17 at the 97th annual meeting of the American Sociological Association Conference in Chicago.

### STAFF NEWS

• Elizabeth "Mindy" Hill joined the McCain Library staff Sept. 15 as the new cataloging assistant. Hill brings with her nearly 18 years of cataloging experience at Georgia State University. Her undergraduate degree is from Northern Illinois University.

• Heather Neal started Oct. 1 as the evening circulation assistant in McCain Library. You may see her behind the circulation desk Sunday through Thursday until 10:30 p.m. A recent graduate of Shorter College with a major in psychology, Neal worked as a library student assistant in circulation at Shorter for three years.

• Ginny Moreland, director of library services, attended a meeting of the Oberlin Group library directors at Whitman College in Walla Walla, Wash. On Oct. 11, she was part of a panel addressing recent library building projects. The session focused on the role of the library director in project management, maintaining services during construction, and the relationship between the physical building and organizational culture.

• Laura Horne, director of corporate and foundation relations, is leaving Agnes Scott to become the director of development at the School of Public and International Affairs at the University of Georgia. She will be responsible for raising major and leadership gifts from individual, corporate and foundation resources for the new school, formed from the political science, public administration and international affairs departments. Her last day is Friday, Nov. 8.

## Debating Merits of Black Cat

Love it or hate it, Black Cat is an Agnes Scott College tradition that is nearly a century old. Dr. Mary Frances Sweet, College physician and professor of hygiene (1908-1937), proposed in 1915 that a day of student competitions between the sophomore and first-year classes replace the unofficial hazing of the first years by sophomores. The College named this competition in honor of Sweet's black cat. The winning class received a bronze black cat as its prize.

In 1950, Black Cat was expanded to include all classes and faculty. During the late '50s, Black Cat was a weekend of songs, skits, athletic events, a picnic and a dance, a tradition that continued until several years ago. Now, Black Cat spans a week and includes class party days, a bonfire and decoration and costume competitions. Traditionally, Black Cat ends orientation and the welcoming phase of first years.

Many liked this year's decorations on Woodruff Quad and in Alston Campus Center. "I really enjoyed the Egyptian decorations, and thought it funny that there was a man praying in the 'tomb' outside of my office," said Laura Sugg, Julia Thompson Smith Chaplain and assistant professor of religious studies.

Some employees experienced Black Cat, or certain aspects of it, for the first time. "I was a judge for the bonfire and class songs and costumes this year," said Jennifer Lund, director of international education. "It was my first time at that event. I was impressed with the creativity involved with the songs and costumes. And the bonfire wasn't really a bonfire at all!"

Richard Parry, professor of philosophy, opposes Black Cat. "I have been here for 35 years, and I don't like Black Cat because students who are supposed to be mature young women act like little girls. This is their introduction to college?"

Rafael Ocasio, associate professor of Spanish, disagreed. "I like it—it almost parallels the Latin American tradition of Carnival. It's a time to get rid of stress and enjoy this part of the year."

Faculty, staff and students have debated continuing Black Cat. Many employees agree that while it is a good tradition, time and energy involved should be limited.

"I think we should continue Black Cat," Ocasio said. "But the students should consider moving it to Fall Break, so those who do not want to participate can leave campus for that time."

"I think it's important to have traditions," said Linda Hubert '62, professor of English. "I'm just not enthusiastic about the so-called pranks and decorations that keep students up to all hours hanging crepe paper. I'd limit the artwork to Gaines—and have it be something of a surprise! The contests—athletic, musical, and the satiric skits themselves—have, over the years, been what I've valued most."

—Martha Gaston '04

### STAFF PROFILE: Theresa Sehenuk, Office of Accounting purchasing coordinator

• **At Agnes Scott:** 16 years.  
• **What are your duties?** Approving and processing requests for purchase orders, payments to suppliers, reimbursement requests and travel authorizations. I also open and maintain accounts with suppliers and negotiate for discounted pricing.  
• **Any other jobs at Agnes Scott?** I began in the accounting office part time when my second child started first grade. After a few years, I relocated to DOS in the financial aid office. Six years ago, I moved to purchasing.  
• **What is your favorite thing about Agnes Scott?** The people. I have devel-

oped wonderful friendships that continue even after employees leave for other career opportunities. The campus setting and the recent improvements that have improved its beauty, too.

• **Any hobbies?** I never go anywhere without a book. Tennis, walking, decorating and of course, shopping!

• **Family?** Married for 30 years. My husband is a graphic designer who also creates custom stained-glass windows. Our daughter, Michele, is a nurse at DeKalb Medical Center. Our son, Phil Jr., recently graduated with the first bachelor of music in guitar performance conferred at LaGrange College.

## Alzheimer's Focus Of Oct. 31 Meeting

John Thames, community and family services director for the Greater Georgia Chamber of the Alzheimer's Association, will lecture on "Dealing with Alzheimer's Disease" from noon to 1:30 p.m., Thursday, Oct. 31 in Evans Hall, South Dining Room. You may bring your lunch.

The lecture is sponsored by BrownRichards Family Referral Service. Thames has worked with the Alzheimer's Association for three years. He received a doctoral degree in education from the University of South Carolina. Thames came to the organization from Oglethorpe University. His interest in the organization began when both of his parents died with Alzheimer's disease.

## ASC Cares Kicks Off In November

This November, Agnes Scott College kicks off the ASC Cares campaign. ASC Cares is an extension of the previous United Way campaign, designed to offer faculty and staff more choices for charitable contributions. The organizations included in ASC Cares are United Way, Georgia Shares, Earth Share of Georgia, Community Health Charities of Georgia and Georgia Black United Fund.

Each organization focuses on different types of nonprofit groups and concerns, such as hunger or the environment. Before Nov. 1, the ASC Cares committee of Susan Haymore (staff), Sally MacEwen (faculty) and Kim Nolley (biweekly staff)—will send an information letter and pledge form. Throughout November, a table will be in Evans Hall with information about the organizations and how to pledge. Staff and faculty may make one-time donations or periodic contributions via payroll deduction.

# Employee Connection

PUBLISHED BIWEEKLY FOR FACULTY AND STAFF

VOL. 1, ISSUE NO. 4

## MARK YOUR CALENDARS

### Today

- *I Am Woman* competition, 10 a.m.-noon, Alston Campus Center, The Hub.

### Friday-Saturday, Nov. 1-2

- *The Memorandum* performed by the Blackfriars, 8 p.m., Dana Fine Arts Building, Winter Theatre.

### Friday-Sunday, Nov. 1-3

- National Coalition Building Institute trainer's workshop.

### Sunday, Nov. 3

- *The Memorandum*, 2 p.m., Dana Fine Arts Building, Winter Theatre.

### Monday, Nov. 4

- Frank Ascione Lecture, "Ethics and Animals" speaker series of the Ethics Program, 7:30 p.m., Evans Hall, Rooms A&B.

### Tuesday, Nov. 5

- Election Day. Go vote!

### Wednesday, Nov. 6

- Fall Budget Convocation, 10-11 a.m., Buttrick Hall, Film Room G-4.
- Ramadan.
- Course changes for spring 2003.

### Thursday, Nov. 7

- Global Perspectives: Lectures on Kashmir, 4 p.m. and 7:30 p.m., Dana Fine Arts Building, Winter Theatre.
- Course changes due for spring 2003.

### Friday, Nov. 8

- Global Perspectives: Lectures on Kashmir, 10 a.m., Dana Fine Arts Building, Winter Theatre.
- Global Perspectives: Kashmir, Battleground of Competing Interest, 7:30 p.m., Presser Hall, Gaines Chapel.

### Saturday, Nov. 9

- Great Scott!

### Sunday, Nov. 10

- Chamber Recital: Cal Johnson, Jody Miller, Kelly Via, Martha Bishop, 3 p.m., Presser Hall, Maclean Auditorium.

### Monday, Nov. 11

- Veterans Day.

### Thursday, Nov. 14

- "Between Stereotypes and Archetypes: Artists' Talks on Image, Anima, and Animal Nature," moderated by Harriete Grissom and Jerry Cullum, 8 p.m., Dana Fine Arts Building, Room 101.

### Monday-Friday, Nov. 18-22

- International Education Week.

### Friday, Nov. 22

- ACME Lecture Series, Julia De Pree, assistant professor of French, 10 a.m., Buttrick Hall, Film Room G-4.

### Thursday-Sunday, Nov. 28-Dec. 1

- Thanksgiving Break.

## College Up For SACS Reaccreditation

Every 10 years, the Southern Association of Colleges and Schools reaffirms the accreditation of each school under its jurisdiction. Agnes Scott College is up for evaluation in spring 2004.

SACS' reaffirmation procedure is a three-part process. First, the College undergoes a compliance audit, due in August 2003. "Agnes Scott must prove that we observe about 65 SACS requirements and seven federal mandates," said Lerita Coleman Brown, associate dean of the college. "This audit is sent to a committee that reviews eight other colleges that are similar to Agnes Scott and then makes recommendations to the visiting committee on things to address while on campus."

The second step is to develop a Quality Enhancement Plan, a strategic plan of action for the next 10 years. The QEP focuses on a few areas to improve and then addresses how these changes are feasible.

"The College decided to try and make sure everyone had a voice in the QEP," Brown said. "The committee held several campuswide discussions in order to narrow down choices, and will conduct a study on the final chosen topic. The purpose of the QEP is to learn how Agnes Scott can improve student learning. Possible topics to consider are enhancing the intellectual climate on campus or expanding the career planning services."

### QEP—What is it?

The Quality Enhancement Plan is an integral part of the SACS reaccreditation process. Agnes Scott College's QEP committee consists of two students, six faculty members and six staff and administration members.

"The QEP is about improving the learning environment and what that means for our campus," said Lerita Coleman Brown, associate dean of the college.

The committee said the campus must be aware of two things:

- The campus community needs to be more mindful about assessing institutional effectiveness. Every campus department and administrative unit needs to address, "What can we do to improve student learning?"
- The campus community should be aware that this review is occurring because the visiting committee can go anywhere on campus and talk to anyone. "This process is important and helps to affirm that Agnes Scott is a place new students will want to go," Brown said.

"So far, the campus discussions have been fabulous—it's been nice to hear what people are concerned with and to hear opinions. We [the faculty and staff] encourage the students to be a part of this process."

If you want to help, contact Brown, SACS liaison, at 6102. —Martha Gaston '04

In the final step, the SACS visiting committee will be on campus for three days in 2004.

"This committee assesses our QEP and the degree to which we can implement the plan and whether it will really move the goals of the College forward."

After this visit, the committee prepares a final report and recommendation on reaffirmation.

—Martha Gaston '04

## Q and A About BlueCross and BlueShield of Georgia

• **I recently got married. How do I add my spouse to my plan?** Go to Human Resources within 30 days of your marriage to obtain and complete paperwork to add your spouse.

• **Are my children covered?** Children are covered if you requested coverage during the annual enrollment period. If you did not request coverage, you cannot add them without a "qualifying" event such as a birth, adoption, remarriage (stepchildren) or loss of coverage through a spouse. In all cases, go to HR within 30 days to complete the proper paperwork.

• **How do I file a claim?** Access the form at <http://www.bcbsga.com/services/forms/> to file a claim.

—Martha Gaston '04

## FACULTY NEWS

### ARTS

- **Kay Paulsen**, artist affiliate in music, became a grandmother May 14. Isabelle Leneé Enslin, 9 pounds, 7 ounces, 22 inches, was born at home with the help of her father and a midwife.
- **Lyn Schenbeck**, director of choral and orchestral activities, had an article, "A Study of Student-Community Orchestras in the United States and Canada," published in the 2001 summer/fall issue of *The Journal of the Conductors Guild*, Vol. 22, Nos. 1&2. The article was co-written with Rebecca Rose '00, her research scholar. Schenbeck also had two choral-music reviews on "Carol of the Brightest Star" by Winnagene Hatch and "She Walks in Beauty" by David N. Childs published in the August issue of *Choral Journal of the American Choral Directors Association*.
- **Marilyn B. Darling**, professor of dance, attended the International Council for Fine Arts Deans in Toronto, Canada Oct. 29-Nov. 1. Darling conducted a presentation on "Do Awards Make a Difference?"
- **D. Patton White**, artist affiliate in dance, will present "The Elemental Project, Year IV: To Air is Human..." at Oxford College of Emory University on Saturday, Nov. 9, at 8 p.m. This performance examines the element of air through the metaphor of the many facets of freedom in our lives. Beacon Dance, the organization directed by White since 1990, will perform. For more information, contact White at [pwhite@agnesscott.edu](mailto:pwhite@agnesscott.edu) or 6889.

### HUMANITIES

- **Isa Williams**, director of experiential learning and assistant professor of women's studies, co-wrote "An Intersectional Model: Exploring Gender with Ethnic and Cultural Diversity" with Elizabeth Beck in the July issue of *Journal of Ethnic & Cultural Diversity in Social Work*, Vol. 10. Williams was also a contributing author for "Women's Leadership and Social Change in the Atlanta Semester Program" in *Teaching Feminist Activism* published by Routledge Press in New York and was a feature interview for "Women's Lives and Leadership" in *On Campus with Women*, Vol. 31, No. 3, published by the Association of American Colleges and Universities. Williams was invited to write an essay, "Human Rights, Racism and Women's Leadership," for *Women's News & Narratives/The Newsletter of Emory Women's Center*, Vol. 11, No. 1.

### STAFF NEWS

- **Darla Ritzka** joins McCain Library as a part-time reference librarian from the Georgia Perimeter College library. Ritzka majored in elementary education at the University of South Tampa and worked in a variety of education and training positions before pursuing her master of library and information science degree at Clark Atlanta University.

## Ray of Light Fund Available for Employees in Need

Last fall, faculty and staff established the Ray of Light fund as a monetary resource to help Agnes Scott College employees with unexpected financial hardships.

"The fund began when a member of the College community had an emergency, and a group of eight employees—hourly staff, salaried staff and faculty—realized something more dependable was needed than the traditional pass-the-hat response," said Steve Guthrie, professor of English.

"We started the fund because many College employees live paycheck to paycheck, and in the event of an emergency need a support network," said Tina Pippin, associate professor of religious studies. "It's a way of building community and sharing in each other's well-being."

There are no administrative costs for the fund, so all donations go directly to assisting an employee. Donations can be made to the Ray of Light Fund at Decatur First Bank or given to Pippin or Guthrie.

If you need support or know of employees who could use the fund, submit your or their names along with an explanation of the need for aid. Ray of Light asks that recipients consider donating to the fund if and when they are able.

Submissions are confidential and may be given to team members—Gus Cochran, Adeline A. Lordians Professor of Political Science; George Redmond, visiting associate professor of economics; Della Spurley, custodian; John Mobley, mechanic; Esther Mobley, custodian; Kim Nolley, food services worker; and Neta Counts, assistant director of user services management and information technology.

—Martha Gaston '04

### STAFF PROFILE: Girma Woldegebriel, Office of Facilities Mechanic-Mechanical, Electrical and Plumbing

- **At Agnes Scott:** Eight months.
- **What is your job here?** I service and repair all mechanical, electrical and plumbing equipment on campus.
- **Where are you from?** Ethiopia, Africa.
- **Which languages do you speak and how did you learn them?** I am able to speak and write four languages—Amharic, Russian, English and Oromigna. Amharic and Oromigna are my native languages. I learned Russian while I was studying mechanical engineering in Volgograd, Russia, and English in school back home.
- **Any particular interests?** I love everything—there is no particular thing I admire. I try to learn as much as possible about the field I am in and the lifestyle in America—language and culture. I love working closely with others, so I can gain a better understanding of them and the skills they possess. I gain a great deal of satisfaction from helping others and seeing them smile. I am a simple man who sees beauty in everything.

### TIAA-CREF Eliminates Life Insurance Plans

TIAA-CREF sold its Group Life and Disability insurance to Standard Insurance Company to focus company efforts on retirement financial planning. As a result, TIAA no longer administers the Collective Life Insurance policy.

The insurance was an optional, add-on policy for Agnes Scott employees. After being hired, the College gave faculty and staff a one-time opportunity to supplement the life insurance plan with TIAA. TIAA's decision affects only those who had Collective Life Insurance.

Agnes Scott provides life insurance for eligible faculty and staff with The Hartford. The amount of coverage is 1.5 times an employee's annual salary, at no cost to the employee. Faculty and staff may purchase additional coverage in \$10,000 units to be paid monthly. For an employee ages 30-34, the monthly contribution is 70 cents. Faculty and staff may also purchase Dependent Life (Spouse and Child) or Child Life insurance. These policies are conducted through paycheck deduction and may be added in May or June, to be effective July 1. Questions? Contact Human Resources at 6284.

### Baby Sitters Registry

The list of baby sitters registered in the child care public folder on Outlook continues to grow. Please consult the folder for possible baby sitters and the times they are available. If you cannot find someone who meets your needs, check later because the list changes frequently.



# Employee Connection

PUBLISHED BIWEEKLY FOR FACULTY AND STAFF

VOL. 1, ISSUE NO. 5

## MARK YOUR CALENDARS

**Saturday, Nov. 16**

- ALTAN Irish music band, 8 p.m., Presser Hall, Gaines Chapel.

**Monday-Friday, Nov. 18-22**

- International Education Week.

**Thursday, Nov. 21**

- Evelyn Dinkins seminar, "Financial Help for Gay Men and Lesbians" presented by BrownRichards, 4 p.m., Alston Campus Center, Room 206.

**Friday, Nov. 22**

- ACME Lecture Series, Julia De Pree, associate professor of French, 10 a.m., Buttrick Hall, Film Room G-4.

**Sunday, Nov. 24**

- Orchestra and Chorale concert, 3 p.m., Presser Hall, Gaines Chapel.

**Thursday-Sunday, Nov. 28-Dec. 1**

- Thanksgiving Break.

**Friday, Nov. 29**

- Hanukkah begins.

**Monday, Dec. 2**

- Deadline for students to submit final exam envelopes.

**Wednesday, Dec. 4**

- Blood drive, 9 a.m.-3 p.m., Rebekah Hall, Katharine Woltz Reception Room.
- Joyful Noise concert, 7:30 p.m., Presser Hall, Gaines Chapel.

**Wednesday-Thursday, Dec. 4-5**

- Children's Show, "A Heapin' Handful of Holiday Wishes," 10:25 a.m., Presser Hall, Gaines Chapel.

**Friday, Dec. 6**

- Children's Show, dance department, 10:25 a.m.-noon, Presser Hall, Gaines Chapel.

**Saturday, Dec. 7**

- Children's holiday party, 11:30 a.m. Alston Campus Center, The Hub.
- Children's Show, dance department, 1 p.m., Presser Hall, Gaines Chapel.

**Monday, Dec. 9**

- Last day of classes.

**Thursday-Tuesday, Dec. 12-17**

- Final exams.

**Monday-Friday, Dec. 23-27**

- Christmas holidays.

**Monday, Dec. 30**

- Grades due to registrar by noon.

## Counting Our Favorite Things About ASC

To help kindle the spirit of thankfulness for the holiday season, 50 faculty and staff members of Agnes Scott College responded to the question, "What is your favorite thing about Agnes Scott?" Many provided more than one answer, leading one to believe the College is a wonderful place to work.

Employee answers ranged from light-hearted remarks to sincere comments. One popular response was the campus beauty and setting.

"My favorite thing is the beauty of our campus—the irises that bloom in front of Inman in the spring, the butterfly bushes attracting multitudes of colorful butterflies in the Alumnae Garden, the enormous elephant ears that grow around the gazebo in the summer and the golden glow of our vast variety of trees when autumn arrives," said Laura Price Pitts, Annual Fund officer.

Myrtle Lewin, professor of mathematics, also enjoys the beautiful setting. "Just stand below any one of the several huge, strong and elegant magnolia trees, look up into its branches and contemplate its sheer majesty," she said. "There is a magnolia just outside Evans with a curved branch that reminds me of an elephant's trunk reaching down for something close to the ground. And there is that wonderful tree that shelters so many people from the sun during commencement each year, which begs one to climb—high—into its branches."

Others like the sense of community on campus.

"...I suppose my favorite thing about ASC is a quality (heart) I see from the faculty, staff and students that seems to go beyond the standard—'an extra mile' so to speak—in performance and service to others in the community," said Andrea Morris Kasuya '86, artist affiliate in dance.

Some especially value the students. "I appreciate the interaction with my students," said George Redmond, visiting associate professor of economics. "Their intelligence and creativity impress me on a daily basis."

Jennifer Cannady, assistant director of academic advising, concurred. "The students on the whole are so bright and serious compared to many other institutions, and the faculty and staff are really welcoming and make working here really pleasant."

Of course, Evans Hall ranked high on everyone's list.

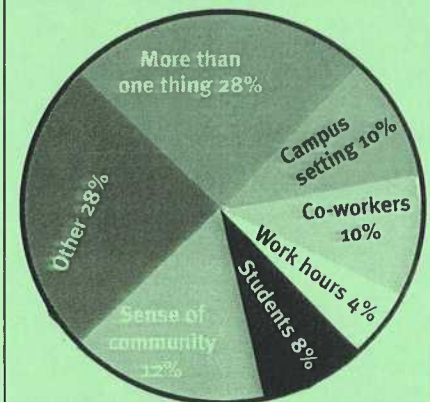
"I love that everyone eats in Evans Dining Hall. Agnes Scott has established an environment [in] which students, faculty and staff come together, side by side, and build lasting relationships," said Pete Miller, director of food services.

Though many employees agreed on several high points of Agnes Scott, a few had unique responses.

"My favorite thing is, when it rains, everyone leaves their open umbrellas beside the doors. They make gay pools of color on a rainy day and show how much we trust each other," said Martha W. Rees, associate professor of anthropology.

"I guess that the place has tolerated me over long years!" noted Linda Hubert '62, professor of English.

### FAVORITE THINGS ABOUT AGNES SCOTT



### OTHER RESPONSES

"My favorite thing is the appreciation people express for the work I do. It really sets this place apart for other places I've worked,"

—Marilyn Hammond '68, director of alumnae relations

"The four-day workweek in the summer!" —Debbie Adams, circulation assistant

"I like it that when I have a computer problem I just call 5487 and someone happily and quickly responds to me,"  
—Nell Ruby, visiting assistant professor of art

—Martha Gaston '04

## FACULTY NEWS

### HUMANITIES

- **Amy Lovell**, assistant professor of physics and astronomy, attended the American Astronomical Society Division for Planetary Sciences Meeting Oct. 7-11 in Birmingham, Ala. Lovell presented two pieces: "Spectral Line Mapping Observations of 18-cm OH Lines in Comets" and "Variability of the thermal emission of Vesta at 870 microns."
- **Laura Sugg**, Julia Thompson Smith Chaplin and assistant professor of religious studies, gave a lecture and participated in a panel discussion about "Three Religions: One God" Oct. 23 and Nov. 6 at the Sidney Marcus Jewish Community Center. Sugg's lecture was titled "An Introduction to Christianity."

### ARTS

- **Martha Bishop**, artist affiliate in music, is performing with New Trinity Baroque, the Atlanta Baroque Orchestra and Knoxville Early Music Project. Atlanta Baroque will perform the first authentic Atlanta performance of *Messiah* on Baroque instruments (with Emory Concert Choir and imported soloists) on Nov. 23-24. New Trinity's next performance on Nov. 16-17 will be a program titled "Faronelli." Bishop is producing a collection of hymns for solo cello to add to her series of Celtic, Country, "Chestnut" and Christmas Carol collections titled "The Cello Gets the Melody!"
- **Meredith Zara and David D'Ambrosio**, artist affiliates in music, performed a recital for the Chattahoochee Valley Junior College in March in Phenix City, Ala. Zara has been invited to perform in a concert sponsored by the Friday Morning Music Club in Washington, D.C., in April 2003.
- **Nella Rigell**, artist affiliate in music, performed the Southeastern premiere of the "Celtic Harp Concerto," written by Lauren Zaerr, June 25 with the Dekalb Symphony.

### STAFF NEWS

- **Tim Hussey**, APR, director of interactive communications, was elected to the board of the Public Relations Society of America's Georgia Chapter. Hussey will serve for two years.
- **Diana Benton** has joined the Office of Personal Counseling to complete her post-doctoral fellowship. Benton received her doctoral degree in clinical psychology from the Georgia School of Professional Psychology in Atlanta. She has a broad range of experience—she did post-baccalaureate work in art history and the Russian language and has worked as a licensed massage therapist
- **Renita Pope**, a cook in Evans Hall, fell and broke her wrist while roller-skating with her son. She will be out of work for a while. Friends and coworkers miss her and ask that you keep Pope in your thoughts and prayers.

## Mary Boney Sheats, Professor Emerita, Dies

Mary Boney Sheats, professor emerita of Bible and Religion at Agnes Scott College, died Oct. 29 in Wilmington, N.C. Services were Nov. 1 at First Presbyterian Church in Wilmington. Sheats retired in 1983 after 34 years of service and is remembered fondly by many whose lives she touched. Contributions may be made to the Mary Boney Sheats Scholarship Fund at Agnes Scott.

### STAFF PROFILE: Susan Dougherty, Faculty Assistant

- **At Agnes Scott:** Four years.
- **What are your job duties?** I provide administrative support to the faculty – mostly the humanities faculty in Buttrick Hall – and I love it! It's never boring – the faculty is wonderful, and I enjoy being a part of the academic process.
- **What are your interests?** I like to read – and love to learn. Currently, I'm taking classes here, so my reading and studying is all course-related!
- **Favorite quote?** It's hard to pick a favorite one. I suppose *one* of my favorites is from Mark Twain: "All of us contain music and truth, but most of us can't get it out."
- **Any other facts about yourself?** I'm a native Atlantan. I've been married for 28 years. My husband, Patrick, and I have three children – my oldest daughter Abigail graduated from Agnes Scott in 2001, Elizabeth will graduate from here in 2003, and my son Ned will graduate from high school in the spring. Having never finished my own undergraduate degree, I hope to graduate from Agnes Scott – but it's going to take me a while! I'm thinking I'll be class of 2007!

## Child Care Planning Tips for The Holiday Season

A major concern for working parents is keeping children constructively engaged during the holidays. Young children need plenty of exercise, while older children need to be involved in supervised activities.

It is inappropriate to leave young children home alone. However, here are some tips and things to think about for children, ages 12 and older, at home:

- **Have a list** of emergency phone numbers, including 911, by the phone.
- **Review your safety** plan in case of fire.
- **Make sure they know** what to do if a stranger comes to the door.
- **Do they know what** appliances they may use and food they can prepare?
- **Are there places** they can safely go away from the house?

Contact BrownRichards & Associates at 404 352-8137 or 800 537-2153 for help in finding child care.

## Some Year-End Financial Planning Guidance from TIAA-CREF

Start now. Gain tax advantages by balancing any taxable investment gains against losses, and get the most out of tax deductions for college-related expenses.

Balance capital gains and losses. Review your portfolio to see if you have gains during the past year. If so, you may want to sell some shares to offset them. Since mutual funds capital gains payouts are taxable, it's a mistake to buy more shares before these are paid.

Rebalance your portfolios. Because of recent events, you may find that the overall intended weighting for stocks has increased from 60 percent to about 80 percent. If that is not what you want, sell and invest elsewhere.

IRA planning might be smart. Unless you contribute the maximum IRS amount in tax-deferred savings, fund a tax-deductible IRA this year.

Look at college costs. Check your eligibility for the maximum deductions or credits.

- **HOPE SCHOLARSHIP CREDIT:** Deduct up to 100 percent of the first \$1,000 and 50 percent of the second \$1,000, for each student in the first two years of postsecondary education
- **LIFETIME LEARNING CREDIT:** For part-time students or those beyond two years, take a 20 percent tax credit for the first \$5,000 of qualified expenses through 2002 and for the first \$10,000 thereafter. You cannot claim both the HOPE and Lifetime credits for the same student.

# Employee Connection

PUBLISHED BIWEEKLY FOR FACULTY AND STAFF

VOL. 1, ISSUE NO. 6

## MARK YOUR CALENDARS

### Today

- Children's Show performance, "A Heapin' Handful of Holiday Wishes," dance program, 10:25 a.m.-noon, Presser Hall, Gaines Chapel.

### Saturday, Dec. 7

- Children's holiday party, fun and a light lunch, 11:30 a.m., Alston Campus Center, The Hub.

- Children's Show performance, dance program, 1 p.m., Presser Hall, Gaines Chapel.

### Monday, Dec. 9

- Last day of classes.

### Thursday-Tuesday,

### Dec. 12-17

- Final exams.

### Monday-Friday,

### Dec. 23-27

- Christmas holidays.

### Monday, Dec. 30

- Grades due at the registrar's office by noon.

### Wednesday,

### Jan. 1

- New Year's holiday.

### Wednesday,

### Jan. 22

- Student registration.

### Thursday, Jan. 23

- First day of classes.

### Friday, Jan. 24

- Martin Luther King, Jr. Convocation, 10 a.m., Presser Hall, Gaines Chapel.

- Faculty recital, Todd Skrabanek, 7:30 p.m., Presser Hall, Maclean Auditorium.

## Dual Roles Give Some Alumnae A Unique Outlook on College

A special facet of the College is the number of alumnae on the faculty and staff. Several graduated within the last five years and bring a unique perspective as employees.

"I chose to work for Agnes Scott because of my love for the College and my desire to enable future generations of young women to experience the education I received here," said Betsy Bilbro '97, development officer. "Through fund raising, I help ensure the College thrives for years to come."

For some, the opportunity to work at the College arose by chance or through student-worker experience.

"I worked in the library as a student. I was doing fifth-year free when a full-time position became available," said Crystal L. Steadham '97. "They called me and I interviewed. After a year and a half in the library, I moved to my current position, assisting the vice president for academic affairs."

Laura Cox '01, a records coordinator, started working in the Office of Development the summer before her junior year and continued until graduation. "I enjoyed my work here and had some wonderful co-workers who gave me advice, [so] I decided to make college administration my career. I was lucky that a position in our office opened up right about the time of graduation. I expressed my interest and was hired right away."

As alumnae, these women have an enhanced outlook of the College.

"My perceptions of Agnes Scott have broadened because I have a greater picture of the entire institution; as a student, I was more focused on what paper I need[ed] to write for my next class," Bilbro said. It is an honor to work with the phenomenal alumnae, to hear their stories and their love of this place."

"Not only do I have a personal understanding of the student experience, but I also bring a 'historical' perspective to the department," said Andrea Morris Kasuya '86, artist affiliate in dance. "It is a joy to see how far the program has developed since I attended the College, and an honor to be a part of its growth."

—Martha Gaston '04

## Dean Zumwalt Takes Leave of Absence

Because of a family medical emergency, Rosemary Lévy Zumwalt, vice president for academic affairs and dean of the college, is taking a leave of absence through Wednesday, Jan. 15. During her absence, Lerita Coleman Brown, associate dean of the college, is acting dean.

In order to make Brown's tenure as interim dean easier, Zumwalt asks that e-mail communication with Brown be used sparingly.

If a matter does need to be brought to the acting dean's attention, do so via e-mail to Crystal Steadham '97 or Kelli Nguyen in the Office of the Dean of the College.

## College Funds Summer Hours For Food Workers

This budget year for the first time, the College budgeted funds to ensure that food service workers would have work during the summer if they want.

"Those who do not work may want to spend more time with their families or take care of other interests," said Karen Roy, associate vice president for finance. "Those who do work fill a vital role in helping prepare the campus for the next academic year."

In previous years, the food service staff was not guaranteed employment during the summer. Some workers got positions, depending on budget availability, in facilities or helping prepare for and serve summer conferences and groups.

"I think most people will take advantage of this. They can use the time during the summer to take a vacation like everyone else or to pay their bills, or they can work and take vacation time during the year," said Carrie Wells, food service worker in Mollie's Grill. "This is especially good for single people, who don't have another income to rely on. Now employees don't have to worry about saving as much during the year for the breaks. This is the first year that everyone has an option."

—Martha Gaston '04

## Mary Hood Reads Chapter From Novel in Progress

On Nov. 15, Mary Hood, Agnes Scott College's visiting writer-in-residence, read from a chapter, "Small Change," from her novel-in-progress, *The Other Side of the River*. The novel is based on the devastating flood that occurred in south Georgia in 1994.

Hood experienced the flood because the magazine *The New Republic* asked her to cover it. Hood spent most of her time on the outskirts of the flooded area, taking bottled water and rubber boots to rescue workers.

*The Other Side of the River* focuses on the story of a black woman and how the flood affects her life. Hood said the novel is about "judgment day, because I saw the 500 coffins that washed up from the cemeteries and thought, 'what could it mean when 500 people rise from the grave?'"

—Martha Gaston '04

## Winter Gala Set For Dec. 18

Faculty and staff are invited to attend the Winter Gala from noon until 2 p.m. Wednesday, Dec. 18, in Evans Hall. Each faculty or staff member may bring one guest. Affairs To Remember will cater, and musician Peter Fletcher will perform on classical guitar. There will also be door prizes. RSVP as soon as possible to [wintergala@agnesscott.edu](mailto:wintergala@agnesscott.edu).

## FACULTY NEWS

### HUMANITIES

- **Lara Denis**, associate professor of philosophy, presented a paper titled, "Kant's Ethical Duties and Their Feminist Implications," at the Society for Women in Philosophy conference held in San Francisco on Nov. 9.

### SOCIAL SCIENCES

- **Cathy Scott**, professor of political science, had published a chapter titled, "White Mischief: U.S. Support for Apartheid, 1948-1961," in *Ethnic Identity Groups and U.S. Foreign Policy*, edited by Thomas Ambrosio, (Westport, Conn.: Praeger Publishers).

## STAFF NEWS

- **Laura LeDuc**, assistant director of athletics and head soccer coach, was named the Great South Athletic Conference Soccer Coach of the Year in November. This is her fifth year at Agnes Scott. LeDuc also serves as the College's NCAA compliance coordinator and assists the swim program.

## Former Associate Economics Professor William Weber III Dies

William "Bill" Henry Weber III, a former associate professor of economics at Agnes Scott, died Nov. 15. Weber worked for more than 10 years at the College and later retired as the Barton chair professor of free enterprise at Lyon College in Arkansas. Weber lived with his wife, Gail Weber '64, on Avery Street. A memorial service will be held at 2 p.m., Sunday, Dec. 14, at the Cannon Chapel of Emory University. Gifts may be made to The Nature Conservancy or to The University of Georgia Foundation in support of The Honors Service Fund.

## Weber Helped Define Agnes Scott Experience for '79 Classmates

It was just the other day, surely, that I stopped by his office—where the open-door, bottomless-coffee-pot policy prevailed—for a chat. Or that he sang out to second-floor Main his greeting ("Good morning, Ginny. . . Ginni" [Lee. . . Rockwell]) on his ambulatory commute from his Avery Street home to office. Or that a few of us settled around his fireplace with him and wife Gail for an evening of home-cooked food, jug of Gallo Chablis Blanc and conversation about life and love, academics and politics.

In truth, these memories are years old, but time's passage has not dimmed them. When the news of Bill Weber's death in November reached us and pierced our hearts, I and my circle of dear ASC friends (class of '79), found ourselves reliving our times with Bill and his family. Our relationship with them, as students, surrogate daughters and friends, helped define our Agnes Scott experience.

Bill taught economics at Scott from 1971 to

1986. A tall man with big glasses and cable-knit pullovers, Bill was a demanding teacher—for his finals we had to write long, persuasive essays—but he kept the material close to real-world examples. Even non-majors like Eleanor Graham ranked Bill among their best teachers, and Virginia Rockwell credits him—tireless promoter of business school for young women—with prodding her to Columbia and an M.B.A.

Bill cared deeply about the well-being of Agnes Scott students and relished his role as adviser, mentor and confidante. "It's a tribute to our liberal arts community that someone like me [biology major, M.D.] could end up calling an economics professor a close and valued friend," Sandy Fowler told me.

We mourn him, but, like the Cheshire Cat's persistent grin, Bill Weber's twinkling eyes, ample smile, and deep, mirthful laugh have stayed behind to cheer us on.

—Melanie S. Best '79

## STAFF PROFILE: Kay Connelly, administrative assistant, Office of Admission

- **At Agnes Scott:** Nine years.
- **Why did you come to ASC?** My son was a freshman at Georgia Southern University, and I planned to work until he graduated. Little did I know that he was on the six-year plan! Fortunately, he is now a graduate, married and gainfully employed—and I'm still here.
- **What are your specific duties?** I was the campus visit coordinator for about seven years and then became Stephanie Balmer's assistant. I keep her calendar, manage the admission budget, help with publication planning and just do what needs to be done.
- **Is Agnes Scott easy to "sell"?** I think so—I love to meet prospective students and hear their first impression: "It's so beautiful here!"
- **What are your interests?** My primary interests are my two grandsons, Matthew Alexander (3 years) and Julian Michael (3 months). I also love to garden year-round. My priorities are my son (28) and daughter (31), and Don, my husband of 33 years; and my home in Avondale Estates that I have lived in for 29 years!

A new hobby is an opportunity I have to edit an e-mail journal for several hundred alumni from my high school—it's an exciting phenomenon that gives everyone an opportunity to "talk" several times a week.

## Teplis Travel Makes Changes to Airline Tickets Procedures

Teplis Travel has instituted changes to the procedure of issuing airline tickets, effective immediately:

- **AIRLINE TICKET PURCHASES:** E-tickets only. The confirmation e-mail is accepted as proof of ticket and is sufficient for airport security, if the e-mail has the ticket number on it.
- **DELIVERY PROCEDURE:** The itinerary of a ticket charged to the College's account will be e-mailed to the ticket holder and the accounting office.
- **TICKETS/E-TICKET RECEIPTS WILL NO LONGER** be printed in the accounting office. The e-mailed itinerary is the only notice you will receive. Continue to submit travel authorizations to the accounting office.

## REMINDER

Have your ID card with you each time you eat in Evans Hall, Mollie's Grill or Black Cat Café. There have been several incidents with wrong ID numbers manually keyed into the registers.