

April 11, 2017  
Jones Room  
3:15 – 5 PM

# Emory University Faculty Council Meeting Summary

*The Faculty Council serves as the chief representative body of the faculty. Its membership includes elected and appointed faculty members representing all nine of Emory's schools and colleges.*

## Criminal Background Check Policy

The UFC endorsed this policy in principle at the February 2017 meeting. Del King, Interim VP for Human Resources, and Mindy Simon, Associate General Counsel, returned to follow up on the URC's request to hear more details about what this final policy would look like. Simon first reviewed reasons and requirements for the policy, then she outlined procedures for the criminal background check. Next, King gave some examples of prior convictions that have led to the withdrawal of an offer of employment, such as aggravated assault/battery, theft, child pornography, child abuse, drug trafficking/distribution, rape, robbery, sexual assault, embezzlement, murder, and fraud. Discussion touched on whether we really needed a separate policy for faculty, and if the Deans were included in the discussion should some issue surface about an applicant. **UFC motion:** Wendland moved to form a small working group to continue the discussion on faculty concerns regarding this subject. Anand Swaminathan, Carrie Cwiak, and Pamela Scully volunteered to serve, and the motion carried unanimously.

## Review of 2016- 2017 Year

Wendland summarized the highlights of the UFC's discussions and activities in the context of this year's goals to strengthen communication channels and faculty engagement in shared governance. She acknowledged the work done by the small working groups and task forces this year, including the RAS Task Force, the Peer Mediation Task Force, and the Title IX/VII Working Group. Then she outlined possible challenges for next year, especially how to continue the efforts to strengthen communication and faculty engagement within the UFC and the Emory University faculty.

## Committee Reports

Committee chairs delivered verbal summaries of their written reports to the UFC for discussion: Kristin Wendland for James Hughes (Faculty Hearing Committee), Angela Amar (Faculty Life Course Committee), Jason Hockenberry (Learning Outcomes Assessment Committee), and James Nagy (University Research Committee). Please see the complete meeting minutes for highlights of each committee's report.

## Title IX/VII Working Group Report

Pamela Scully summarized the key activities of the Working Group so far, such as researching Title IX policies and interpretations at different universities; studying the American Association of the University Professors (AAUP) report, *The History, Uses, and Abuses of Title IX* (2016); and hosting a lecture by Prof. Risa Lieberwitz, who is the legal counsel of the AAUP and who chaired the subcommittee which authored the report on Title IX. The working group made two recommendations: 1) Changing current mandatory reporting requirements for faculty, and 2) Constitution of a committee of faculty and Title IX staff and administrators to shape policy going forward. Following the discussion and recommendations by UFC chair Wendland and chair-elect Bayerle, Scully made a motion. **UFC motion:** To endorse these two recommendations and act on them first thing in Fall 2017. The motion passed unanimously.

## Faculty Club Task Force Report

On behalf of the Task Force, David Lynn presented a vision for a faculty club at Emory. He emphasized that a common meeting place for faculty and their guests is merely a first step towards building the dynamic faculty community necessary to nurture inclusive and scholastic excellence. It could also support President Sterk's call for renewed emphasis on cultural and academic community excellence, and help build connections between units and departments. Lynn identified possible venue sites around campus, and he shared the group's opinion on the sustainability and costs of a faculty club. Following Lynn's presentation, an extensive discussion took place by the UFC members. Some members who had not initially supported the idea at the beginning of this year were now convinced about the benefits of an Emory faculty club. Other members expressed reservations about the concept of a club, particularly the name, since historically faculty clubs had excluded women and minorities. **UFC motion:** To endorse the vision for an inclusive intellectual community, for now called the Emory Faculty Club, as outlined in this working group's report. The motion carried unanimously.

## Remarks from Interim Provost Stuart Zola

Interim Provost Zola updated the UFC on the Provost search, the ECAS Dean search, finding the new Title IX coordinator, and status of the RAS Task Force recommendations. The new Provost will be handling these recommendations, as well as the reports that have been submitted about an Emory faculty club, Title IX, and Class and Labor II.

For details of the meeting, see the complete [Faculty Council Minutes](#)

